

GEORGIA LEADERSHIP INSTITUTE: Leading the Way for a New Georgia

Leadership is an integral part of state government fulfilling Governor Sonny Perdue's vision to becoming the best-managed state in the nation. To ensure leaders are developed with competencies to increase organizational performance and workplace efficiency and effectiveness, Governor Perdue recently announced the Georgia Leadership Institute (GLI). The Leadership Institute was established by the Georgia Merit System, in collaboration with the Commission for a New Georgia. The goal of the Institute is to establish a common leadership framework for Georgia state government - language, concepts, and approaches that produce leaders and employees who are principle-centered, customer-focused and results-driven. Change is occurring rapidly in all aspects of the global workplace. In Georgia, 21 percent of the state's managers will become eligible for retirement over the next five years. As a result, Georgia may lose a large portion of its leadership cadre, taking with them much of Georgia's institutional knowledge. Steady development of leadership has to be a priority to ensure the growth and success of Georgia state government today and in the future.

GLI is a learning system designed to equip leaders with the skills required to execute a strategic vision; provide exceptional customer service; motivate and empower people; promote good stewardship of the public's trust; uncover and act on new opportunities, and lead change.

The uniqueness of GLI, is its development of leaders and potential leaders at all levels of state government, which is essential to future leadership success. Approximately 1,000 state employees are expected to attend the Institute during the first year. Eventually, more than 20,000 of the state's executives, managers, supervisors and high performing employees are expected to participate in some aspect of the GLI.

The Institute has five program components. Institute programs support state agencies' efforts to develop employees who are positioned to assume various leadership roles and responsibilities, and charged with identifying, focusing on, and executing strategic priorities. Georgia is the first in the country to implement a formal public sector leadership program of this magnitude.

Executive Leadership Program

This program is designed for Georgia's top leadership - agency heads and their executive staff, and succession planning candidates. The Institute for Leadership Advancement at the Terry College of Business, UGA and the Carl Vinson Institute of Government provide this program. Participants will work on ideas and principals centered around personal leadership, creating high performance organizations, ethics and public values.

Middle Manager Development Program

This program is designed for state

employees who are responsible for planning and directing the daily operation of organization units. At this level, the focus is on how to create purpose and strategy, improving professional and personal effectiveness, execution, team management, strategic planning, results-based budgeting and ethics. Middle managers will gain valuable tools, practices, and techniques for enhancing organization effectiveness, conducting successful negotiations, managing organizational conflicts, handling ethical dilemmas, and leading organizational changes.

Continued on next page

Key Dates To Remember

PCL for Managers and Supervisors

August 16, 2005

First Executive Leadership class

August 21-24

New Georgia Forums

August 18, 2005

First Middle Manager Development Program class

January 11, 2006

First Supervisory Development Program class

January 18, 2006

First Pre-Supervisory Development Program class

January 25, 2006

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Governor Perdue Appoints New Leadership

HB 501 Established New Department of Driver Services



Services

House Bill 501 dismantles the Department of Motor Vehicle Safety (DMVS) and places the responsibility for issuing drivers licenses in the most efficient

and customer-friendly manner possible under a new Department of Driver Services (DDS). Greg Dozier was

Continued on page 2

New Legislation Realigns State's Financial Reporting System



House Bill 293 realigns the state's financial reporting and financial system responsibilities under a new State Accounting Office. Lynn H. Vellinga, the state's first State Accounting Officer, was appointed by Governor Sonny

Perdue in October 2004. Responsibilities under Vellinga include:

- Establishing statewide accounting and

Continued on page 2

Leadership change for OPB and GSFC



Governor Sonny Perdue appointed Tim Connell to serve as the president of the Georgia Student Finance Commission (GSFC). Shelley Nickel will replace Tim Connell as director of the Governor's Office of Planning and Budget (OPB). A Governor's Office news release identified the changes in the agencies leadership

as part of Governor Perdue's leadership development initiative. The mission of OPB is to improve state government operations and services by leading and assisting in the evaluation, development and implementation of budgets, plans, programs and policies. GSFC is responsible for the administration of Georgia's HOPE scholarship program as well as providing scholarships, grants, low-interest loans, service-cancelable loans and loan guaranty services to residents of Georgia seeking financial assistance for education.

Leadership Institute

Continued from page 1

Supervisory Development Program

Designed to enable current experienced first-line supervisors and/or newly promoted supervisors to lead and manage their operations and people effectively. Practices and techniques for managing operational activities and people are stressed. Participants will focus on subjects such as customer service, career development, communications, conflict resolution, and delegating strategies. Personnel law, process improvement, building commitment, competency development, and managing diversity are also areas of focus.

Pre-Supervisory Development Program

A program designed for high performing employees chosen by the agency as individuals who may be moving into the ranks of supervision. Foundational managerial and leadership skills are emphasized in this program. It will help participants gain an appreciation of the roles and functions of leaders and leadership in Georgia State Government.

Principle-Centered Leadership Program

This program is designed in two tracks, one for senior agency leaders' intact teams and the second for individual

managers and supervisors who did not participate in the first track. The overall focus of this program is a common approach to successfully executing the agency's top priorities, as well as building a culture of effective communication, high trust, clarity, collaboration, and commitment.

The New Georgia Forums

These forums are also an area designed to provide opportunities for agency heads and senior officials to interact and learn of best practices, leading edge thinking, and powerful new tools of leadership and organizational development. Recognized experts and public officials, who are renowned for their achievements, will lead these sessions.

To participate in the middle-manager, supervisory, and pre-supervisory programs, individuals must be nominated by their immediate supervisor, the agency training director and/or HR manager, and approved by the agency head or designee.

For more information about Georgia Leadership Institute programs, upcoming events, or leadership resources visit the TeamGeorgia Connection Intranet site at www.team.georgia.gov, or visit www.gms.state.ga.us/leadershipInstitute.

Department of Driver Services

Continued from page 1

appointed by Governor Sonny Perdue to serve as DDS Commissioner.

The remaining functions of DMVS have been transferred to other state agencies; many to their original location prior to the formation of DMVS. The responsibility of tags and titles has been moved to the Department of Revenue (DOR). In addition to registration and titling of motor vehicles, DOR will assume responsibility for administering the electronic verification of motor vehicle insurance. HOV lane and vehicle safety enforcement was transferred to the Department of Public Safety, and regulatory rulemaking of weights and measures was transferred to the Department of Transportation.

The DMVS Board will transition to serve as the Board of DDS. HB501 was effective July 1, 2005.

State Accounting Office

Continued from page 1

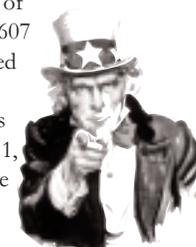
- reporting standards and practices
- Operating and improving statewide State's financial and human capital management systems
- Preparing the state's Comprehensive Annual Financial Report (CAFR); the annual audited financial statement for the entire state entity.
- Providing statewide financial information on interim basis.
- Training state accounting and payroll personnel in new policies, procedures and standards.
- Improving accountability, efficiencies and internal controls.

Vellinga created a new Accounting Department, transferring staff and resources from the Audit Department, the Office of Planning and Budget and the Financial Systems Group of the Georgia Technology Authority. The accounting staff has met with all state agencies to set up procedures for completing the state's financial statements for FY2005 within six or seven months of year end, instead of the previous standard twelve month period.

Are You Eligible for Assistance?

A new MGIB benefit program has been established under the provisions of the FY2005 Ronald Reagan National Defense Authorization Act. Chapter 1607 provides educational assistance to members of the reserve components called or ordered to active duty in response to a war or national emergency (contingency operations) as declared by the President or Congress. Members of a reserve component who served on active duty, on or after September 11, 2001, under title 10 U.S.C., for at least 90 consecutive days or more is eligible for Chapter 1607. Soldiers do not "pay" into this program. Get more information by calling the Department of Veterans Service at (404) 656-2306/2322, or saahds@mindspring.com.

Additional information is also available by website at <http://sdvs.Georgia.gov>



The Georgia Statement

Volume 8, Number 2

State Personnel Board

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Gerri P. Thomas, *Vice Chair*

Claybon J. Edwards, *Member*

Melinda Langston, *Member*

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PUBLIC EMPLOYEES RECOGNITION

LEADERSHIP NOMINEES

| Name | Agency |
|------------------|---|
| Mike Evans | Georgia Bureau of Investigation |
| Sherma Francis | Georgia Merit System |
| Jennifer Tinker | Georgia World Congress Center Authority |
| Edith Bass | Department of Revenue |
| Linda Rawlings | Georgia State Finance and Invest. Comm. |
| Tim Bonds | Georgia Building Authority |
| Cynthia Clanton | Administrative Office of the Courts |
| Dan Roach | Public Safety |
| Virgil Costley | Dept. of Technical and Adult Education |
| Paul Lindner | Dept. of Corrections |
| Sharlene Adams | Dept. of Transportation |
| Teresa Eggleston | Dept. of Labor |
| Jennie Deese | Dept. of Human Resources |
| Tracey McGoughy | Public Service Commission |
| Rufus Smith | Dept. of Defense |
| Debbie Timms | Pardons & Paroles |
| Craig Southern | Dept. of Motor Vehicle Safety |
| Michael Sorrells | Dept. of Juvenile Justice |
| Tanja Battle | Secretary of State |
| Heather Sartain | Dept. of Banking and Finance |

INNOVATIONS/SUGGESTIONS NOMINEES

| Name | Agency |
|--|-------------------------------------|
| Kirk Canty | Georgia Bureau of Investigation |
| Jeff Maile | Georgia Merit System |
| Katy Pando | Georgia World Congress Center Auth. |
| Gene Quinn | Dept. of Corrections |
| Michelle Green | Dept. of Human Resources |
| Maris Wynn | Dept. of Community Affairs |
| Budget/Personnel Development Team | Pardons & Paroles |
| Jeffrey Boyles | Dept. of Defense |
| Sandy Bond, Kathleen O'Neal, Carol Tims | Secretary of State |
| Roger Minshew, William Bass | |
| Alfred Walls, Rodney Humphries | Dept. of Transportation |
| Information Technology Enterprise Systems Technical Team | Dept. of Motor Vehicle Safety |

TEAM NOMINEES

| Name | Agency |
|---|--|
| Georgia Environment Facilities Authority Team | Georgia Environmental Facilities Auth. |
| Deputy Trainers | Georgia World Congress Center Auth. |
| Accounting Division | Georgia Student Finance Invest. Comm. |
| Headquarters Communication Center | Dept. of Public Safety |
| Identification Security Team | Dept. of Technical and Adult Education |
| Probation Operations-SSU Counseling Team | Dept. of Corrections |
| TIMS Development Team | Dept. of Transportation |
| Hospital Services Unit | Dept. of Community Health |
| OCSE Medical Insurance Project Team | Dept. of Human Resources |
| Winning Water Planning & Implementation | Dept. of Community Affairs |
| Coastal Resources | Dept. of Natural Resources |
| Field Operations Management Team | Pardons & Paroles |
| 165th Airlift Wing Fire | Dept. of Defense |
| Region 8 Law Enforcement | Dept. of Motor Vehicle Safety |
| Secretary of State Postcard/Renewal/IVR Team | Secretary of State |
| Planning & Programs Team | Governor's Office of Highway Safety |

COMMUNITY SERVICE NOMINEES

| Name | Agency |
|--------------------------------------|--|
| Alex Volodorsky | Georgia Student Finance Invest. Comm. |
| Jim Hyde | Georgia Building Authority |
| Donnie Smith | Dept. of Public Safety |
| Rebecca Hill | Dept. of Technical and Adult Education |
| Stephen Jackson | Dept. of Corrections |
| Albert Smith | Dept. of Transportation |
| Stephanie Taylor | Dept. of Community Health |
| Brenda Edward | Dept. of Human Resources |
| Carolyn Harrison | Public Service Commission |
| Upson County Unit | Georgia Forestry Commission |
| Lynda Dukes | Dept. of Defense |
| Sgt. Bobby Brewers & Sergeant Massey | Dept. of Motor Vehicle Safety |

HUMANITARIAN NOMINEES

| Name | Agency |
|-------------------------------------|-------------------------------------|
| Customer Service & Comm./Marketing | Georgia Merit System |
| Greg Garren | Georgia World Congress Center Auth. |
| Roy Jackson | Dept. of Public Safety |
| Mary Ellen Proffitt Barnes | Dept. of Corrections |
| Gary Millsaps | Dept. of Transportation |
| Mercedes Walker | Dept. of Labor |
| Hershey Tabile | Dept. of Human Resources |
| Gary Roberts | Georgia Forestry Commission |
| Shalandra Robertson | Pardons & Paroles |
| Shannon Byrd | Dept. of Motor Vehicle Safety |
| Catoosa County Court Service Office | Dept. of Juvenile Justice |

CUSTOMER SERVICE NOMINEES

| Name | Agency |
|------------------------------|---|
| Lisa Weaver-Johnson | Georgia Bureau of Investigation |
| Community Service Team | Georgia Merit System |
| Energy Resources Division | Georgia Environmental Facilities Auth. |
| Susan Nappi | Georgia World Congress Center Authority |
| Evonne Blyther | Georgia World Congress Center Authority |
| Linda Rawlings | Georgia State Finance and Invest. Comm. |
| Sylvia Bedell | Georgia Technology Authority |
| Jeannie McElrath | Administrative Office of the Courts |
| Allison Hodge | Dept. of Public Safety |
| Todd Garrison | Economic Opportunity Commission |
| Danny McConnell | Dept. of Technical and Adult Education |
| Cynthia Clanton | Administrative Office of the Courts |
| Deborah Johannes | Georgia Regional Transportation Auth. |
| Chaplain Susan Bishop | Dept. of Corrections |
| Charles Lawrence | Dept. of Transportation |
| Tara Burks | Dept. of Community Health |
| Foy Stevenson | Dept. of Human Resources |
| W.S. Nicholson | Dept. of Natural Resources |
| Louis Eldridge | Dept. of Consumer Affairs |
| Priscilla Zachery | Pardons & Paroles |
| Insurance Compliance Section | Dept. of Motor Vehicle Safety |
| Kevan Farrell | Dept. of Defense |
| Dianne Patterson | Secretary of State |

HEROISM NOMINEES

| Name | Agency |
|--|-------------------------------------|
| Yvonne Cuthbert | Georgia Bureau of Investigation |
| Mike Bloulin | Georgia World Congress Center Auth. |
| Bessie Mosley | Georgia Building Authority |
| Sergeant W.M. Ellis, II | Dept. of Public Safety |
| Larry Brown | Dept. of Corrections |
| Ricky Brown | Dept. of Transportation |
| Elizabeth Brady | Dept. of Community Health |
| Luis Narimatsu | Dept. of Labor |
| Chris Cross | Georgia Finance Commission |
| Gabe Gaddis | Dept. of Natural Resources |
| James Coursey | Dept. of Defense |
| Jermaine Mooror | Dept. of Juvenile Justice |
| Jerrie Lynn Dean | Dept. of Motor Vehicle Safety |
| GA Nurses Respond to Hurricane Frances | Dept. of Human Resources |

| Name | Agency |
|----------------------------|-------------------------------------|
| Hollis Dyer | Georgia World Congress Center Auth. |
| TFC Clint Brantley | Dept. of Public Safety |
| Corporate Safety Committee | Dept. of Corrections |
| Sharon Conrad | Dept. of Human Resources |
| Raymond Samuel | Dept. of Motor Vehicle Safety |

INNOVATIONS/SUGGESTIONS AWARD

Georgia Bureau of Investigations



of a year, it is estimated that more than 500 services will be cancelled, saving the state thousands of dollars in supplies and time.

Kirk Canty

Mr. **Kirk Canty** was recognized for adding two major online features to the Laboratory Information Management System to streamline communication between staff and their customers. The first feature eliminated numerous phone calls that failed to reach the appropriate lab staff and provided a mechanism to document customer requests. The second feature of the website allows prosecutors to cancel laboratory service requests if the service is no longer needed due to case dismissal or adjudication. Over the course

TEAM AWARD

Department of Community Affairs



Chattahoochee-Flint river basins participated in the day-long festival held at Columbus State University on March 23, 2004.

Winning Water Planning & Implementation Team

Winning Water Planning & Implementation Team (Lynn Cobb, Kanika Greenlee, and Leigh Askew) were recognized for creating and achieving Winning Water: 2004 ACF Children's Water Festival, the first water festival in Georgia that included children based on the watershed in which they live. Through their leadership, well over \$50,000 in cash and in-kind contributions were raised from sponsors and more than 1,200 fourth graders in the Apalachicola-

COMMUNITY SERVICE AWARD

Department of Community Health



Stephanie Taylor was recognized for serving as a volunteer over the past eight years at Southwest Christian Hospice and Hope House, a facility for health care services for the unique needs of terminally ill patients and their families. Her volunteer work includes spearheading fundraising campaigns, providing patient assistance and support, participating in community outreach efforts and providing general administrative office support.

HUMANITARIAN AWARD

Georgia Department of Transportation



Gary Millsaps was recognized for his response to those decimated in the December 26, 2004, tsunami in the Indian Ocean. Gary traveled to one of the hardest hit areas near Banda Ache in Indonesia. Millsaps helped those in desperate need despite potential dangers of extremist rebels, 100-degree temperatures with 85 percent humidity, and the added hardships of sleeping in tents, waiting until nightfall for the water to cool enough to shower, and no refrigerator or ice.

INNOVATIONS/SUGGESTIONS - HONORABLE MENTION

Michelle Green

Michelle Green was recognized for improving housekeeping and laundry processes for greater efficiency and further cost savings to the state of Georgia. Since the time she became director of the housekeeping department in June 2003, she has presented numerous suggestions that have resulted in saving the agency over \$85,000.
DHR - Southwestern State Hospital



Elizabeth Brady

Elizabeth (Liz) Brady was recognized as a major contributor to the overall strategic direction of DCH in leading the disease management procurement. This project not only has an immediate budgetary impact, but also has long-range impact potential.
Department of Community Health



TEAM AWARD - HONORABLE MENTION

Probation Operations-SSU Counseling Team

GDC Specialized Supervision Unit Counseling Team was recognized for work that resulted in over 10,000 treatment hours, 650 counseling sessions and 5,830 related contacts. This team consists of five counselors, Patricia Dague-Creech, Stacey Grant-Williams, Nathaniel Davis, Clinton Miles, Temekia Bailey and one secretary, Debra Crewshaw.
Georgia Department of Corrections



165th Airlift Wing Fire & Emergency Services

The 165th Airlift Wing Fire Department was recognized for the rescue of two civilian contractors who had become incapacitated due to lack of oxygen while working in a concrete manhole. Upon arrival it was obvious that time was critical if either man was to survive. Using individual strengths, ingenuity and resourcefulness they were undaunted in their rescue efforts and overcame numerous obstacles.
Georgia Department of Defense - NOT PICTURED

COMMUNITY SERVICE - HONORABLE MENTION

Carolyn Harrison

Carolyn Harrison was recognized for her work through the Salvation Army in a branch called "Women's Home League," which serves women who are in transition...transition to a new life from a life of drugs, alcohol, abuse, homelessness, prison, etc. Harrison organizes programs such as "Dress for Success," and "Interviewing and Job Search Skills," drawing on the talents of others.
Georgia Public Service Commission



Rebecca Hill

Rebecca Hill was recognized for her community service as a volunteer with the Georgia Firefighters Burn Foundation for 19 years, a volunteer for Camp Oo-U-La which is Georgia's only camp for burn injured children for ages 6-17; and the teens and young adult program called Counselors in Training, a program that prepares participants for roles as adult leaders when they turn 21 years of age.
Georgia Department of Technical and Adult Education



HUMANITARIAN - HONORABLE MENTION

Mary Ellen Proffitt Barnes

Officer Mary Ellen Proffitt Barnes was recognized for providing a home and love as a foster parent to the mentally challenged, both men and woman, ranging from 17 to 65.
GA Department of Corrections - NOT PICTURED

Herculano Tabile

Herculano Tabile was recognized for dedicating his life and personal resources to helping others in the US and his native country, the Philippines.
DHR, Central State Hospital



LEADERSHIP AWARD

Georgia Department of Defense



Rufus Smith

Mr. Rufus Smith was recognized as an outstanding counselor who utilized his well-honed leadership skills and communication prowess to form the best of seven teams at the Georgia National Guard's Youth Challenge Academy, Fort Stewart, Georgia campus. His creation and implementation of a "Peer Review" process assisted the Academy in proactively identifying behavior problems, allowing for intervention measures resulting in fewer cadets being referred for discipline or dismissal.

LEADERSHIP - HONORABLE MENTION

Jennie Deese

Jennie Deese was recognized for her outstanding leadership of the GeorgiaCares program, which included the program expansion, dedication to providing information to consumers, and successful collaboration in the Medicare Rx campaign.

DHR - Division of Aging Services



Craig Southern

Craig Southern was recognized for his leadership contributions at the national, state, and organizational levels. Southern developed and delivered leadership and management training for motor vehicle employees across the United States through his participation in the American Association of Motor Vehicle Administrators.

Georgia Department of Motor Vehicle Safety



CUSTOMER SERVICE AWARD

DHR, Central State Hospital



Foy Stevenson

Foy Stevenson was recognized for his innovative approach to teaching adults, children and adolescents who have profound intellectual disabilities, sensory deficits, and nursing care needs enabling them to make progress by leaps and bounds over the past year. This is evident by the multiple awards he has received. Stevenson was named employee of the quarter in his division and has also received the Exceptional Children's Professional Excellence Award twice for Central State Hospital.

CUSTOMER SERVICE - HONORABLE MENTION

Diane Patterson

Diane Patterson was recognized for her development of an in-house photo process for licensees and applicants to assist the customer and generate retained revenue for the division.

Office of the Secretary of State



Lisa Weaver-Johnson

Ms. Lisa Weaver-Johnson was recognized for outstanding customer service to Georgia's law enforcement community prior to and during the G-8 Summit. She worked 10-14 hour days and on weekends from April through June performing work and providing assistance that was well beyond her job responsibilities.

Georgia Bureau of Investigations



SAFETY AWARD

Department of Corrections



Corporate Safety Team

The Corporate Safety Team was recognized for their multi-faceted approach in collecting and analyzing data, reviewing work processes, job safety analysis and training that resulted in the reduction of total accidents, incidents and illnesses by 40 percent over fiscal year 2003 and are being maintained to date this fiscal year. Georgia Correctional Industries team members include: Brian Stanford, Dwayne Howard, Dave Hess, Gerry Barron, Paul Croft, Ray Yawn, Steve, Spivey, Larry Defloria, Barbara Ray and Lynda Fink

SAFETY - HONORABLE MENTION

Sharon Conrad

Sharon Conrad was recognized for her dedication and hard work in safety education for children, their parents and caregivers and professionals throughout the state. She has devoted time at work, as well as countless personal hours, to protect Georgia's children from serious and fatal injuries in car crashes.

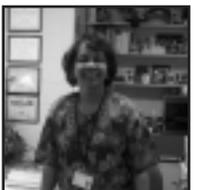
DHR, Division of Public Health Injury Prevention



Hollis Dyer

Hollis Dyer was recognized for assisting the training department of the Georgia World Congress Center to develop and facilitate Workplace Safety sessions focusing on blood pathogens, infection prevention, and proper clean-up of biohazard spills.

Georgia World Congress Center



HEROISM AWARD

Georgia Bureau of Investigations



Yvonne Cuthbert

Yvonne Cuthbert was recognized for her heroic actions on October 13, 2004 when she intervened, at personal risk, on the pit bull dog attack of a 10-year-old girl and a 3-year-old boy. The dog grabbed the little girl, biting her on her arm and she fell to the ground. The dog then attacked the girl's younger brother, biting him in the head and face. With unbelievable strength, Cuthbert grabbed the dog by the mouth, causing it to attack her when she lost her balance and fell. Another church member used his martial arts skills to rescue Yvonne and chase away the dog.

HEROISM - HONORABLE MENTION

James Coursey

James Coursey was recognized for his heroic actions on 1 July 2004. Risking personal injury, Coursey rescued two civilian contractors who had become incapacitated due to lack of oxygen while working in a concrete manhole.

Georgia Department of Defense



Larry Brown

Larry Brown was recognized for an unselfish act as Volunteer Fire Chief for the city of Abbeville that saved the life of a police officer. On the morning of October 14, 2004, Brown found an unconscious police officer in a burning vehicle near his residence. Brown, with the assistance of a bystander, was able to extricate the officer from the burning vehicle before the fire was extinguished by the fire department.

Georgia Department of Corrections - NOT PICTURED

EMPLOYEE SUGGESTION PROGRAM

Kerry Michael Gore
Kerry Michael Gore of the Department of Transportation was awarded \$4,237.00 and a certificate of commendation for the implementation of an access database of all records in the district utilities permit log books and log records throughout the state. Implementation of this suggestion has begun in four out of seven of the district offices. It improved the effectiveness of the Right of Way Offices and minimizes the time required to research old records when dealing with prior rights issues and requests for open-records. The cost-savings benefit of Mr. Gore's suggestion resulted in a total savings of \$42,378.69 to research a prior right claim/open records request.

Dorris Lorraine Berry
Dorris Lorraine Berry of the Department of Community Health was awarded a monetary award of \$3,650.00 and a certificate of commendation for her suggestion concerning the implementation of an electronic document management system. Implementation of this suggestion reduced the space required to store paper files, and the use of the copier, supplies and paper for responding to document requests. It also freed up approximately 90% of one full time clerk who is currently responsible for filing and copying of the records. The benefits of Ms. Berry's suggestion resulted in improved customer service, greater staff productivity and increased document security.

Lila Marie Johnson
Lila Marie Johnson of the Georgia Forestry Commission was awarded \$589.00 and a certificate of commendation for her suggestion of discontinuing the returnable deposit and to begin renting items such as dibbles and backfire torches for a minimal fee on a daily basis during planting and burning season. This suggestion improved customer service by eliminating potential abuse, and created equal access for all customers to the equipment. This suggestion resulted in a tangible savings and the estimated revenue for the first year was \$5,893.00 for the agency.

GOVERNMENT SPOTLIGHT

The Office of State Administrative Hearings



The Office of State Administrative Hearings (OSAH) provides an independent forum for resolving disputes between the public and state agencies. OSAH was created in 1994 as a quasi-judicial body within the executive branch of state government. Its purpose is to help insure the integrity of decisions made by state officials regarding the rights, benefits or privileges of private citizens, such as the denial of food stamps, the suspension of a driver's license, or the issuance of a land-fill permit. The OSAH administrative appeal process is designed to confirm that State agency decisions are in compliance with applicable statutes and rules. Before OSAH, agency decisions such as these were reviewed by the agency decision makers. With the creation of OSAH, the state legislature provided Georgia with a structure for independent and impartial review of disputed agency decisions.

OSAH receives over 300 types of cases from agencies through state government. Some examples of the cases decided by OSAH Administrative Law Judges include environmental permits, professional licensing complaints, special education matters, labor and employment issues, election disputes, real estate, tax and consumer fraud issues as well as appeals for matters relative to public assistance determinations and child support commitments. Once a case is referred to OSAH, a hearing is scheduled immediately and a notice is sent out to the complainant within 24 hours. The average case is scheduled for hearing and resolved by the issuance of a written decision in less

than five (5) weeks.

With an average caseload of two thousand cases monthly, OSAH administrative law judges conduct hearings in each of the state's 159 counties. Chief State Administrative Law Judge Lois Oakley says the hearings are best described as an opportunity for the State of Georgia to listen to citizens with complaints about State agency decisions. Hearings are conducted in generously donated space in county courthouses, municipal buildings and State agency offices. When circumstances dictate, hearings are also held in unconventional locations such as a bedroom or a nursing home bedside. Many of the cases before OSAH judges involve parties who are not represented by counsel, and OSAH judges are skilled at creating an environment so that both parties can explain their case.

Georgia is one of twenty-six (26) states with the central panel model of administrative adjudication. Although the very first central panel model was created by California in 1945, Georgia has one of the largest central panels in the country as measured by the breadth of case types. Since Georgia passed its legislation in 1994, several other states have followed suit. In the next few years, it is anticipated that most, if not all, of the states will employ the central panel model because of the efficiency and impartiality it contributes to the provision of due process for citizens. The breadth of OSAH's jurisdiction continues to grow as state agencies discover the value of the independent, impartial reviews provided by the OSAH administrative hearing process.

Georgia has received national recognition for its innovative approaches to administrative adjudication. The Office of State Administrative Hearings is nationally

recognized for its performance excellence and for the professionalism of its staff. In 2004, OSAH was the recipient of Focus Recognition and the Jim Kelly Leadership Award for leadership in the use of the Georgia Oglethorpe (Baldrige) Criteria for Performance Excellence from the Georgia Oglethorpe Award Process.

Judge Oakley has served as the chief state administrative law judge for OSAH since 2000. She has more than 30 years of legal experience in both public and private sectors.

The Office of State Administrative Hearings

www.osah.georgia.gov OR 404-657-2800

Chief State Administrative Law Judge: Lois F. Oakley

Number of Employees: 40

Mission: To enhance public trust in the integrity of state government by providing an independent forum for resolving disputes between the public and state agencies in a fair, respectful, timely, and professional manner.

Recognition and Accomplishments:

Featured in the Georgia Bar Journal, "Administrative Law Judges 'Ride the Circuit' to Provide Georgians with a Day in Court"

Recipient of Georgia Oglethorpe Award Focus Recognition

Highlighted in the Journal of Organizational Excellence, "From Bureaucracy to Meritocracy and Customer Focus: A Georgia State Agency Reinvents Itself"

Recipient of the Jim Kelly Leadership Award, presented for leadership in using the Georgia Oglethorpe (Baldrige) Criteria for Performance Excellence

PARENTS NOT FAMILIAR WITH TEEN DRIVING RESTRICTIONS



DDS License Examiner
Julius Johnson

The Department of Driver Services (DDS), formerly Georgia Department of Motor Vehicle Safety, urges parents of newly registered drivers to know the rules of the road for teens. A recent survey showed that the passenger and curfew restrictions for young drivers are unknown or misunderstood by many parents.

On-the-road test appointments are mandatory for those under the age of eighteen who have

held a learner's permit for one year and one day.

A recent survey of parents calling the DDS reservation system to secure appointments for their children showed twenty percent were not aware of the midnight to 6:00 am curfew for Class D license holders. Twenty percent of those surveyed did not know that a Class D driver may not have any passengers in the vehicle that are not family members for the first six months that they are licensed. Fifty percent of those asked did not know that after the first six months a Class D driver may not have more than three passengers in the vehicle under the age of 21 who

are not immediate family members.

A newly passed law requires all drivers under the age of 18 to be enrolled in high school, graduated from high school, enrolled in a state approved home school program or must be working to achieve a GED. Many traffic or school conduct infractions are mandatory license suspensions. A student can have no more than ten unexcused school absences to obtain or keep a learner's permit or driver's license.

For more information check the DDS website: www.dds.ga.gov.

Managing Relationships To Retain Productive Employees

Conflict at Work? The Answer Is Here!



2005 Mediation Class: Standing L to R: GMS Division Director - Mustafa Aziz, Donita Browning, Elizabeth Jones, Lloyd Romans, Lisa Deaton, Program Coordinator - Sam Clonts, Miriam Jackson, Don LaFrenier, GMS Instructor/Trainer - Donna Denman, Trainer - Thomas Prince. Seated L-R: Mary Pierce, Shakendra Stewart, Diadra Malone, Amanda Nelson, Lorraine Farr, Veleta Hamilton

Unresolved conflicts in the workplace can cause employees to dread going to work and to be less productive once there. Because many employees spend more awake time with supervisors and co-workers than with their families, relationships at work take on greater importance. Like other relationships, conflicts at work are to be expected.

Building and maintaining successful relationships at work is not always easy to do. Consider mediation when other efforts have failed. Mediation can be an effective tool for building effective relationships in the workplace. Mediation is a confidential process that seeks to resolve conflicts by providing a neutral third party to assist disputing parties in restoring a key element - positive communication - to their relationship. Mediation is suitable for resolving conflicts with co-workers and/or supervisors, because it allows both parties the opportunity to be heard.

Typically, mediation sessions result in signed

agreements, developed by the parties with the assistance of the mediator. Because communication in mediation provides insight into each party's point of view, it can be considered successful even when no agreement is signed.

The state of Georgia's Dispute Resolution Service has a great track record of resolving disputes and restoring relationships. The program has 25 well-trained mediators who travel statewide to help resolve conflicts that eat away at production and job satisfaction. Typically, private-sector mediators costs hundreds of dollars per hour, with each participant paying a portion. Dispute Resolution Service is provided at no cost to state employees involved in employment-related conflicts.

To request this service, contact your Human Resources or Personnel Office. For more information about Dispute Resolution Service and what it can do for you, contact Sam Clonts of the Georgia Merit System at (404) 656-2660 or by e-mail at sclonts@gms.state.ga.us.

Health Care Spending Accounts

**SAVE!
SAVE!
SAVE!**

NEW!

*Now Health Care Spending Account Debit Card Care Flexible Spending Account (FSA) program, you'll receive a VISA Spending Account Card for purchases of eligible health care expenses such as prescriptions, medical, dental, or vision deductibles and co-payments.

The new Spending Account Card.

- Relieve you of the burden of paying for expenses from your personal bank account.
- Reduce the number of claims you file for reimbursement.
- Save you tax dollars on the health-related expenses

*You must still keep receipts since some transactions may require validation.

If you have questions or comments regarding the Health Care Spending Account, you may contact SHPS at 1-800-893-0763 (press the * key to speak with a benefits counselor) or visit online at www.shps.net.

TECHNOLOGY TIPS

Cell phones are not just for calling anymore

Maybe you've been lost on your way to an unfamiliar destination or maybe you are a sports buff that can't wait to get the latest scores. Many cellular vendors now offer you the luxury of using your cell phone to access email, receive news updates, listen to the radio or obtain weather or travel information. Surely, it was already ingenious to design a cell phone to take photographs, record a video, or to play a game, but now, the World Wide Web could also be available by your cellular service provider. The various options now available on this compact technological device - sometimes small enough to be hidden in a front shirt pocket - continues to change how the world defines convenience. And while these features may come in handy for many, they can be a waste of time and resources if the only objective in having the cell phone is for emergencies.

The reality is that some people buy cell phones to keep for "emergency use only." Unfortunately, many buy the phone with built-in monthly rates or service fees that are not necessary. In many instances, a basic cell phone can be used to call 911 in the event of an emergency - without a monthly contract or a need for prepaid service. Whether you have a telephone number, or not, or whether

you have signed up for service, or not, your cell phone should allow you to connect to 911. FCC requirements state that all cell phones, regardless of the status of service should be able to dial 911. This is true for analog (the old, thick cell phones) or digital (the new, slim phones). You can also buy cell phones, digital or analog, for less than \$25. In many areas, you can place other calls as well. Test this by dialing a friend's number and see what happens. You may get an operator who will offer to place the call for you and bill your credit card. The call may cost as much as \$3/minute. You can use this if you have a flat tire or similar roadside emergencies. In some areas, if you press 0 (zero) or dial a number, an operator will answer and ask if you want to make a credit card call. Of course, in many areas, no connection will be made.

Another idea is to consider reprogramming the phone. The reprogramming enables the cell phone to make credit card calls as well. Reprogramming is convenient if you want to be able to call roadside assistance, the police, or a friend.

You don't need to keep the cell phone, charged to recharge it. Purchase a car charger. When you need it, just plug the phone into your car's cigarette lighter, turn it on, dial 911, and it will work.

WELLNESS

The Benefit of Magnesium

Did you know that the mineral Magnesium plays a key role in healthy living? The mineral is necessary for more than 300 biochemical reactions in the body, according to medical researchers. Studies show magnesium could help to regulate blood pressure. A lack of magnesium has been common in people with diabetes and osteoporosis. The new U.S. Department of Agriculture food pyramid was designed to increase Magnesium's intake in a recommended diet. You can intake more Magnesium by increasing fruits, nuts and vegetables to your diet. According to health experts, most Americans are short on magnesium, which is an essential part of good health. (For informational purposes only.)

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

February 2005

| Name | Years of Service | Department | Name | Years of Service | Department |
|------------------------------|------------------|--------------------------------|--------------------------|------------------|--------------------------------|
| Allgood, Thomas G | 34 yrs 00 mths | Ga. Dept. of Natural Resources | Flowers, Rocie Lee | 35 yrs 01 mths | DHR - DFACS |
| Anderson, Andreane T | 34 yrs 02 mths | Ga. Dept. of Natural Resources | Flythe, Rebecca Welch | 20 yrs 02 mths | DHR - Public Health |
| Anderson, Betty B | 21 yrs 05 mths | Ga. Dept. of Labor | Forehand, Blanche E | 21 yrs 09 mths | Ga. Dept. of Labor |
| Andrews Sr., Gary L | 30 yrs 01 mths | Ga. Dept. of Transportation | Fowler, Ronnie G | 34 yrs 01 mths | Ga. Dept. of Transportation |
| Bailey, Ronald E | 34 yrs 01 mths | Ga. Dept. of Natural Resources | Fowler, Roger H | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Baker, Ronald Douglas | 13 yrs 09 mths | Ga. Dept. of Transportation | Gay, Linda D | 10 yrs 01 mths | Ga. Dept. of Human Resources |
| Baldwin, Sylvia J | 13 yrs 05 mths | DHR - DFACS | Gibson, Marjorie Anne | 30 yrs 00 mths | DHR - DFACS |
| Bean Sr, Charles P | 32 yrs 09 mths | Ga. Dept. of Corrections | Gillespie, Harold C | 30 yrs 00 mths | Ga. Dept. of Natural Resources |
| Beasley, Louise G | 12 yrs 11 mths | Ga. Dept. of Human Resources | Gourley, Elisha L | 15 yrs 05 mths | Ga. Dept. of Corrections |
| Beck, Patricia | 26 yrs 06 mths | Superior Courts of Georgia | Green, Iola | 14 yrs 01 mths | Ga. Dept. of Education |
| Bennett, Harry Downing | 16 yrs 09 mths | Ga. Dept. of Corrections | Guined, Edward E | 21 yrs 11 mths | CSB-Albany |
| Bentley, Emmett James | 23 yrs 03 mths | Ga. Dept. of Public Safety | Hahn, Stephen H | 30 yrs 00 mths | Georgia Technology Authority |
| Blackshear, Peggy S | 34 yrs 01 mths | DHR - Public Health | Haley, Connie L | 11 yrs 08 mths | Ga. Dept. of Labor |
| Blount, Mary T | 14 yrs 07 mths | Ga. Dept. of Natural Resources | Haney, Linda Arlene | 11 yrs 04 mths | Ga. Dept. of Human Resources |
| Boatfield, J Lynn | 25 yrs 02 mths | Dept. of Juvenile Justice | Hardeman, Janyth P | 34 yrs 00 mths | DHR - DFACS |
| Boggs, Cynthia B | 34 yrs 01 mths | DHR - DFACS | Haynes, James M | 34 yrs 01 mths | Dept. of Juvenile Justice |
| Bohlen, Kay B | 28 yrs 02 mths | DHR - DFACS | Henderson, Jack H | 11 yrs 11 mths | Conversion Company Default |
| Booth, Faye | 21 yrs 05 mths | Tax Officials | Hilson, Virginia H | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Borja, Rosemarie B | 12 yrs 04 mths | Ga. Dept. of Human Resources | Holley, Elizabeth B | 21 yrs 02 mths | CSB-GA Highlands |
| Born, Mable Marian | 34 yrs 03 mths | Dept. of Technical & Adult Ed. | Holloway, John T | 34 yrs 01 mths | Ga. Dept. of Human Resources |
| Britton, Donna W | 34 yrs 00 mths | DHR - DFACS | Hon, Larry T | 34 yrs 06 mths | Ga. Dept. of Natural Resources |
| Brooks, Thomas Perry | 10 yrs 00 mths | Ga. Dept. of Corrections | Hopkins Jr, John D | 25 yrs 02 mths | Ga. Dept. of Corrections |
| Brown, Pearlie Mae | 22 yrs 06 mths | DHR - Public Health | Hullett, Juanita E | 34 yrs 01 mths | Ga. Dept. of Transportation |
| Brown, Melvin | 10 yrs 02 mths | Ga. Dept. of Transportation | Hunsinger, Emerson James | 12 yrs 00 mths | Dept. of Juvenile Justice |
| Bryan Jr, Grady T | 34 yrs 00 mths | Ga. Dept. of Transportation | Ingram, Fred | 23 yrs 09 mths | Ga. Dept. of Corrections |
| Buice, Jo P | 26 yrs 00 mths | Superior Courts of Georgia | Ivester, Janet Kay | 34 yrs 00 mths | North Ga Technical College |
| Busbee, Glenda P | 34 yrs 02 mths | Ga. Dept. of Labor | Johns, Nancy J | 34 yrs 01 mths | Ga. Dept. of Natural Resources |
| Bynes, Patricia H | 27 yrs 04 mths | CSB-Coastal | Johnson, Angela J | 34 yrs 00 mths | DHR - DFACS |
| Carey, Xanthe S | 34 yrs 02 mths | Georgia Technology Authority | Joiner, James Edward | 34 yrs 01 mths | Ga. Dept. of Agriculture |
| Carey, Velida | 25 yrs 05 mths | Ga. Dept. of Human Resources | Kelley, Robert Michael | 31 yrs 01 mths | DHR - Public Health |
| Carter, Dorothy J | 34 yrs 00 mths | Ga. Dept. of Human Resources | Kelly, Jean Slatter | 23 yrs 01 mths | Ga. Dept. of Human Resources |
| Chapman, Leonard | 15 yrs 05 mths | Ga. Dept. of Corrections | Kilmer, Arlo Raymond | 10 yrs 03 mths | Ga. Dept. of Admin. Services |
| Chappellear, Edward Harrison | 17 yrs 01 mths | DHR - Public Health | Landry, Janice L | 32 yrs 04 mths | Ga. Dept. of Labor |
| Childs, Charlie D | 30 yrs 00 mths | Ga. Dept. of Human Resources | Lane, Sandra Gail | 29 yrs 10 mths | Ga. Dept. of Agriculture |
| Cichon, Robert A | 30 yrs 00 mths | Ga. Dept. of Human Resources | Larkey, William F | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Clark, Gail E | 34 yrs 00 mths | Ga. Dept. of Labor | Lawson, Bobby W | 34 yrs 02 mths | Ga. Dept. of Transportation |
| Cobb, Frances P | 10 yrs 00 mths | Ga. Dept. of Labor | Leverett, Mary M | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Coker, Omer R | 17 yrs 02 mths | Ga. Dept. of Corrections | Levine, Joseph | 34 yrs 00 mths | Ga. Dept. of Labor |
| Collins III, George B | 23 yrs 07 mths | Admin. Office of the Courts | Lewis, Samuel Joseph | 10 yrs 04 mths | Ga. Dept. of Public Safety |
| Cone, Charles R | 26 yrs 00 mths | Ga. Dept. of Corrections | Lively, G Gail | 34 yrs 01 mths | Ga. Dept. of Human Resources |
| Connell, Carolina M | 34 yrs 00 mths | Ga. Dept. of Human Resources | Logan, Betty Jane | 29 yrs 01 mths | Ga. Dept. of Human Resources |
| Cooks, Lenola Laverne | 27 yrs 07 mths | Ga. Dept. of Human Resources | Mack, Elaine C | 34 yrs 03 mths | Ga. Dept. of Transportation |
| Couch, William L | 30 yrs 00 mths | Georgia Forestry Commission | Manley, Betty Elaine | 34 yrs 07 mths | DHR - Public Health |
| Cowan, James D | 17 yrs 06 mths | Ga. Dept. of Corrections | Martin, Milton L | 34 yrs 00 mths | Ga. Dept. of Labor |
| Cox, Geraldine M | 34 yrs 01 mths | CSB-GA Highlands | Maxwell, Lottie F | 24 yrs 03 mths | Ga. Dept. of Human Resources |
| Crowe, Markey L | 28 yrs 08 mths | Ga. Dept. of Labor | Mayo, Jannifer P | 34 yrs 00 mths | Ga. Dept. of Labor |
| Cullars, Charlie L | 34 yrs 00 mths | Ga. Dept. of Transportation | McClure, Janice E | 23 yrs 01 mths | Ga. Dept. of Human Resources |
| Davenport, Ervin | 34 yrs 00 mths | Ga. Dept. of Human Resources | McElveen, Marie E | 12 yrs 08 mths | State Board Pardons & Paroles |
| Davis, Willie L | 34 yrs 00 mths | Ga. Dept. of Human Resources | Mead, Hazel E | 34 yrs 01 mths | DHR - Public Health |
| Davis, Herbert Alan | 30 yrs 00 mths | George L. Smith II - GWCCA | Means, Rita F | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Delk, Barbara J | 23 yrs 06 mths | DHR - DFACS | Miller, Judy M | 34 yrs 01 mths | Ga. Dept. of Natural Resources |
| Denson, Clyde | 15 yrs 05 mths | Ga. Dept. of Transportation | Mills, Paula M | 34 yrs 03 mths | DHR - DFACS |
| Dorminey, Lorene T | 21 yrs 03 mths | Tax Officials | Mimbs, James W | 25 yrs 05 mths | Ga. Dept. of Human Resources |
| Dowdy, Victoria K | 24 yrs 03 mths | Ga. Dept. of Human Resources | Mitchell, Patsy Joyce | 18 yrs 00 mths | Ga. Dept. of Admin. Services |
| Duke, Larry T | 34 yrs 02 mths | GA Dept of Banking & Finance | Momon, Patricia A | 13 yrs 07 mths | Ga. Dept. of Motor Veh. Safety |
| Dukes, William A | 10 yrs 05 mths | Ga. Dept. of Corrections | Moody, Georgia | 14 yrs 03 mths | Tax Officials |
| Dunbar, Nellie M | 31 yrs 02 mths | Ga. Dept. of Labor | Moon, Ruby Dean | 27 yrs 07 mths | CSB-Albany |
| Dunsmore III, Roy Leslie | 18 yrs 02 mths | Ga. Dept. of Public Safety | Moore, Johnnie C | 19 yrs 03 mths | Ga. Dept. of Corrections |
| Duprow, Dorothy B | 15 yrs 05 mths | Ga. Dept. of Labor | Moore Jr., Homer Isaac | 34 yrs 01 mths | Ga. Dept. of Agriculture |
| Durden, Edward F | 22 yrs 00 mths | Ga. Dept. of Human Resources | Morgan, Stanley Lanier | 11 yrs 02 mths | Ga. Dept. of Corrections |
| Eckles Jr, Robert D | 34 yrs 02 mths | Ga. Dept. of Transportation | Morris, Alan H | 34 yrs 01 mths | Ga. Dept. of Labor |
| Eden, Michael J | 18 yrs 08 mths | Ga. Dept. of Public Safety | Morris, Roy A | 34 yrs 00 mths | Ga. Dept. of Natural Resources |
| Farley, Elsie Pearl | 29 yrs 03 mths | DHR - DFACS | Morris, Raymond C | 21 yrs 02 mths | Ga. Dept. of Transportation |
| Flow, Joseph L | 20 yrs 02 mths | Ga. Dept. of Corrections | Mosley, Joann M | 20 yrs 04 mths | Ga. Dept. of Human Resources |
| | | | Mullis Jr, L.Neil | 34 yrs 00 mths | Ga. Dept. of Labor |
| | | | Newsome, Larry J | 34 yrs 07 mths | Ga. Dept. of Transportation |
| | | | Olivera, Alicia | 13 yrs 11 mths | DHR - Public Health |
| | | | O'Neal, Ronnie G | 34 yrs 01 mths | Ga. Dept. of Transportation |

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

| | | |
|----------------------------|----------------|--------------------------------|
| Owens, Betty J | 25 yrs 04 mths | Ga. Dept. of Labor |
| Page, Sybil Ann | 10 yrs 00 mths | Dept. of Juvenile Justice |
| Parks, Loretta R | 30 yrs 06 mths | Ga. Dept. of Corrections |
| Parrish, Robert E | 34 yrs 00 mths | Ga. Dept. of Motor Veh. Safety |
| Patrick, William R | 34 yrs 03 mths | Department of Revenue |
| Peppers, Joye P | 34 yrs 01 mths | Ga. Dept. of Human Resources |
| Perry, Mattie L | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Peterman, Robbie Sue | 20 yrs 02 mths | Ga. Dept. of Transportation |
| Phillips, Roger E | 30 yrs 00 mths | Ga. Dept. of Labor |
| Pike, Barbara C | 34 yrs 02 mths | Ga. Dept. of Natural Resources |
| Pinkins, Tommy L Sr | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Pitts, Emory E | 34 yrs 02 mths | RiverEdge Behavioral Hlth Cntr |
| Pollock, Barbara George | 12 yrs 06 mths | Conversion Company Default |
| Poore, Merle Joan | 34 yrs 01 mths | DHR - Public Health |
| Pope, Jeanette S | 10 yrs 01 mths | Ga. Dept. of Education |
| Pritchett, Emily | 34 yrs 00 mths | DHR - DFACS |
| Pullen, Laurianne H | 34 yrs 00 mths | DHR - DFACS |
| Rhodes, Dorothy G | 28 yrs 09 mths | DHR - Public Health |
| Rhodes, Roy Lee | 14 yrs 03 mths | Ga. Dept. of Corrections |
| Richmond, Fred Bartow | 34 yrs 00 mths | CSB-Middle Flint |
| Robbins, Bobby C | 34 yrs 00 mths | CSB-Gwinn./Rockdale/Newton |
| Roberts, Henry Belle | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Roberts, Polly S | 34 yrs 00 mths | CSB-Albany |
| Roberts, Constance B | 10 yrs 00 mths | Ga. Dept. of Public Safety |
| Rogers, Diane W | 24 yrs 06 mths | DHR - Public Health |
| Rooks, William N | 34 yrs 01 mths | Ga. Dept. of Agriculture |
| Rose, Sharon A | 16 yrs 04 mths | Ga. Dept. of Human Resources |
| Ruidera, Paz V | 11 yrs 07 mths | Ga. Dept. of Human Resources |
| Saliba, Sammy Ray | 15 yrs 07 mths | Ga. Dept. of Corrections |
| Scott, Kathreen H | 30 yrs 00 mths | Ga. Dept. of Labor |
| Sellers, Deanna Y | 12 yrs 02 mths | Ga. Dept. of Labor |
| Sellers, Judy E | 11 yrs 05 mths | Ga. Dept. of Human Resources |
| Shedd, Patricia Anice | 13 yrs 09 mths | Ga. Employees Retirement Sys. |
| Shehee, Judy G | 34 yrs 00 mths | DHR - DFACS |
| Shields Sr, Marvin Barnett | 10 yrs 09 mths | Ga. Dept. of Corrections |
| Siefert, Ruth Ann | 15 yrs 09 mths | Conversion Company Default |
| Siegel, Sally Lynn | 34 yrs 04 mths | Ga. Dept. of Human Resources |
| Simmons, Edward G | 34 yrs 03 mths | Ga. Dept. of Human Resources |
| Smith, Helen | 34 yrs 01 mths | Ga. Dept. of Labor |
| Smith, Rebecca Lynn | 14 yrs 01 mths | Quitman Co. DFCS |
| Spradley, Kathryn C | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Stanley, Irene M | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Stephenson, Teresa A | 34 yrs 06 mths | DHR - DFACS |
| Strickland, Julia R | 34 yrs 07 mths | DHR - DFACS |
| Stubbs, Bobby B | 34 yrs 00 mths | Ga. Dept. of Natural Resources |
| Stynchcomb, Charisse D | 14 yrs 02 mths | DHR - DFACS |
| Thompson, Patricia S | 34 yrs 01 mths | DHR - DFACS |
| Tillman, Shirley G | 27 yrs 08 mths | Department of Revenue |
| Turk, Ken R | 28 yrs 02 mths | Ga. Dept. of Human Resources |
| Turner, Thomas L | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Vaughn, Beverly M | 17 yrs 01 mths | DHR - Public Health |
| Walker, Debra L | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Walters, Ouida L | 27 yrs 07 mths | Ga Dept of Motor Veh. Safety |
| Wheelin, Maureen Elaine | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Wheelous, Elbert | 34 yrs 03 mths | Ga. Dept. of Natural Resources |
| Whitener, Mary Ardelle | 14 yrs 09 mths | CSB-Lookout Mountain |
| Williams, Christine D | 28 yrs 03 mths | Ga. Dept. of Human Resources |
| Williams, Donna Tuttle | 12 yrs 02 mths | Ga. Dept. of Human Resources |
| Willis, Catherine M | 34 yrs 01 mths | Ga. Dept. of Human Resources |
| Winchester, Walter Thomas | 11 yrs 00 mths | Ga. Dept. of Corrections |
| Wood, Betty Ann | 34 yrs 01 mths | DHR - Public Health |
| Wright, James L | 34 yrs 01 mths | Ga. Dept. of Human Resources |
| Wright, Alton D | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Wright, Donna N | 30 yrs 00 mths | Ga. Dept. of Education |
| Wright, Dennis J | 26 yrs 06 mths | GA Federal-State Inspection Se |
| York, Virginia C | 30 yrs 11 mths | Ga. Dept. of Labor |
| Ziegler, Michael R | 34 yrs 01 mths | Ga. Dept. of Human Resources |

March 2005

| Name | Years of Service | Department |
|-----------------------|------------------|--------------------------------|
| Adams III, Raymond R | 15 yrs 01 mths | Ga. Dept. of Natural Resources |
| Allen, Phillip M | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Alvis, Ramona F | 21 yrs 09 mths | Ga. Dept. of Human Resources |
| Anderson, George W | 18 yrs 00 mths | Ga. Dept. of Community Health |
| Arthur Jr, Kenneth L | 20 yrs 04 mths | Ga. Dept. of Human Resources |
| Barrett, Diane C | 23 yrs 08 mths | Tift Co. PH |
| Beecher, David L | 34 yrs 00 mths | Ga. Dept. of Agriculture |
| Bentley, Katrina A | 17 yrs 01 mths | Ga Dept of Motor Veh. Safety |
| Bland, Mary A | 28 yrs 09 mths | Ga. Dept. of Human Resources |
| Blanton, Judith A | 24 yrs 03 mths | Ga. Dept. of Labor |
| Blizzard, James H | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Bohannon, Michael F | 34 yrs 03 mths | Ga. Dept. of Public Safety |
| Bradford, Maggieleen | 27 yrs 02 mths | Superior Courts of Georgia |
| Bray, Billy E | 15 yrs 08 mths | Ga. Dept. of Human Resources |
| Brooks, Ronald D | 34 yrs 00 mths | Ga. Bureau of Investigation |
| Brown, Debby | 34 yrs 01 mths | Ben Hill Co. DFCS |
| Brown, Lonnie Mae | 25 yrs 07 mths | Ga. Dept. of Labor |
| Brown, Roger O | 21 yrs 01 mths | Ga. Dept. of Corrections |
| Bryant, William H | 34 yrs 00 mths | Dept. of Juvenile Justice |
| Buchanan, Martha | 25 yrs 02 mths | Ga. Dept. of Labor |
| Burrell, Naomi F | 26 yrs 08 mths | Ga. Dept. of Corrections |
| Burt, Keith M | 25 yrs 10 mths | Ga. Dept. of Natural Resources |
| Canady, Jane | 11 yrs 04 mths | Ga. Dept. of Corrections |
| Cantrell, Doris R | 36 yrs 01 mths | Ga. Dept. of Human Resources |
| Carnes, Opal A | 18 yrs 11 mths | Department of Revenue |
| Carroll, Rosa B | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Casper, Michael E | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Caudell, Janice A | 34 yrs 05 mths | Franklin Co. DFCS |
| Cheek, Diann B | 34 yrs 00 mths | Dodge Co. DFCS |
| Clark, Joyce | 18 yrs 08 mths | CSB-GA Highlands |
| Coker, Jefferson D | 34 yrs 00 mths | State Board Pardons & Paroles |
| Colley, Cynthia L | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Colon, John | 14 yrs 06 mths | Ga. Dept. of Corrections |
| Conner, Steve K | 12 yrs 05 mths | Ga. Dept. of Transportation |
| Connors, Sheila A | 16 yrs 07 mths | Superior Courts of Georgia |
| Cooper, Consentena S | 28 yrs. | Dept. of Juvenile Justice |
| Cottle, Charles F | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Covington, Marie E | 35 yrs 09 mths | Ga. Dept. of Human Resources |
| Crawford, Leonard W | 19 yrs 07 mths | Ga. Dept. of Human Resources |
| Crouch, Donald | 34 yrs 00 mths | Gwinnett Co. PH |
| Davis, Cora | 34 yrs 02 mths | CSB-New Horizons |
| Davis, Thomas E | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Davis, Gail L | 34 yrs 00 mths | Thomas-Grady Svc. Ctr. |
| Dishroon, Peggy M | 23 yrs 09 mths | CSB-Gwinnett/Rockdale/Newton |
| Duncan, Elizabeth B | 19 yrs 08 mths | Ga. Dept. of Corrections |
| Dunham, Elaine G | 25 yrs 02 mths | Long Co |
| Durance, Glenda S | 17 yrs 00 mths | Jackson Co. PH |
| Durrence, John J | 34 yrs 06 mths | Ga. Dept. of Public Safety |
| Ellerbee Jr, Harold A | 34 yrs 01 mths | Ga. Dept. of Public Safety |
| Eskew, Sue M | 15 yrs 11 mths | CSB-Ogeechee |
| Everett, Curtis | 34 yrs 08 mths | Ga. Dept. of Labor |
| Fennell, Dennis M | 34 yrs 01 mths | Ga. Dept. of Labor |
| Flanders, Diane H | 24 yrs 06 mths | Ga. Dept. of Corrections |
| Floyd, Jenelle F | 29 yrs 01 mths | CSB-Middle Georgia |
| Folk, Virgil V | 17 yrs 08 mths | Ga. Dept. of Human Resources |
| Forrester, Dickey P | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Foust, Shirley R | 34 yrs 00 mths | Ga. Dept. of Labor |
| Gibbs, Faye F | 30 yrs 02 mths | Laurens Co. DFCS |
| Glass, Betty J | 30 yrs 02 mths | Ga. Dept. of Human Resources |
| Graves, Ellene S | 28 yrs 05 mths | Ga. Dept. of Human Resources |
| Gresham, Mable C | 31 yrs 07 mths | Ga. Dept. of Human Resources |
| Griner, George D | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Hackney, Linda A | 34 yrs 01 mths | Ga. Dept. of Labor |
| Hamrick, Faye W | 19 yrs 03 mths | Whitfield Co. PH |

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

| | | |
|--------------------------|----------------|--------------------------------|
| Handberry, Marie J | 11 yrs 09 mths | Ga. Dept. of Labor |
| Harris, James D | 30 yrs 02 mths | Ga. Correctional Industries |
| Harris, Mary W | 25 yrs 00 mths | CSB - Oconee |
| Harris, Earl G | 20 yrs 03 mths | Ga. Dept. of Corrections |
| Hartley, Nancy E | 30 yrs 05 mths | Department of Revenue |
| Hencely, Sonja A | 25 yrs 07 mths | GA Dept of Banking & Finance |
| Henderson, Mary B | 31 yrs 03 mths | Ga. Dept. of Labor |
| Herrington, James E | 28 yrs 06 mths | Ga. Dept. of Transportation |
| Holley Jr, Clifford W | 29 yrs 02 mths | Ga. Dept. of Human Resources |
| Howard, Ann | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Huie Jr, Christopher D | 34 yrs 01 mths | Ga. Dept. of Transportation |
| Hulett, Patricia W | 10 yrs 00 mths | Ga. Dept. of Corrections |
| Janssen, Carla | 13 yrs 02 mths | Ga. Dept. of Human Resources |
| Jarrell, Janice E | 34 yrs 00 mths | State Board Pardons & Paroles |
| Johnson, Mary Jane | 34 yrs 00 mths | Carroll Co. DFCS |
| Johnson, George F | 28 yrs 01 mths | State Board Pardons & Paroles |
| Jones, Josie E | 10 yrs 00 mths | Ga. Dept. of Corrections |
| Kaiser, Michael A | 30 yrs 00 mths | Office of Planning and Budget |
| Kesler, Wendell M | 10 yrs 00 mths | Georgia Technology Authority |
| King, Sandra | 29 yrs 08 mths | Ga. Dept. of Labor |
| Kirkland, Dorothy J | 34 yrs 01 mths | Ga. Dept. of Corrections |
| Kirkland, Claudia | 14 yrs 01 mths | Tax Officials |
| Koon, James A | 29 yrs | Georgia Dept. Tech & Adult Ed |
| Law, Charles E | 34 yrs 03 mths | Ga. Dept. of Transportation |
| Lewis, Ora J | 34 yrs 00 mths | CSB-DeKalb County |
| Lewis, Jimmy Lee | 21 yrs 07 mths | Ga. Dept. of Human Resources |
| Lewis, Daniel D | 10 yrs 00 mths | DHR - DFACS |
| Liggins, Christeen | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Lowery, Nona L | 34 yrs 02 mths | Ga. Dept. of Labor |
| Lyons, Earl | 17 yrs 04 mths | Ga. Dept. of Corrections |
| Marks, Carolyn G | 34 yrs 00 mths | Ga. Dept. of Labor |
| Marlow Sr, GWB | 15 yrs 05 mths | Ga Dept of Motor Veh. Safety |
| Martin, Gary Hugh | 34 yrs 00 mths | Ga. Dept. of Corrections |
| McClinton, Lawrence E | 10 yrs 00 mths | Dept. of Juvenile Justice |
| McConnell, Lyndell D | 29 yrs 04 mths | Ga. Dept. of Corrections |
| McCook, Rebecca C | 21 yrs 04 mths | Conversion Company Default |
| McGahee, Gail | 2 yrs 09 mths | Dept. of Corrections |
| McGowen, Mitchell T | 18 yrs 10 mths | Glynn Co. PH |
| Merkle, Junie A | 29 yrs 02 mths | Ga. Dept. of Human Resources |
| Millhollin, Sandra M | 39 yrs 03 mths | Ga. Dept. of Human Resources |
| Moore, Frances R | 25 yrs. | Ga. Dept. of Education |
| Morris, Bernard Franklin | 19 yrs 03 mths | Georgia Technology Authority |
| Mosley, William Edward | 16 yrs 03 mths | Ga. Dept. of Corrections |
| Nelson, Lester G | 34 yrs 00 mths | Georgia Forestry Commission |
| Nguyen-Tuong, Luc | 10 yrs 01 mths | Ga. Dept. of Human Resources |
| Orr, Joyce M | 16 yrs 04 mths | Ga. Dept. of Corrections |
| Page, George C | 18 yrs 03 mths | Ga. Dept. of Corrections |
| Pappas, Michael G | 34 yrs 01 mths | Dept. of Juvenile Justice |
| Parker, Thomas C | 32 yrs 06 mths | Ga. Dept. of Corrections |
| Parrish Jr., Roy Lee | 24 yrs 02 mths | Ga. Correctional Industries |
| Pearson Jr, Willie L | 33 yrs 00 mths | Dept. of Juvenile Justice |
| Perry, Eve E | 32 yrs 01 mths | Washington Co. DFCS |
| Perry, Mary S | 14 yrs 05 mths | Georgia Department of Law |
| Peryea, Phyllis J | 25 yrs 01 mths | Ga. Dept. of Human Resources |
| Phelps, Willie L | 32 yrs 10 mths | Ga. Dept. of Transportation |
| Poppell, Brenda D | 23 yrs 09 mths | Decatur Co. PH |
| Price, Patricia T | 34 yrs 00 mths | Ga. Bureau of Investigation |
| Raines, Margie | 13 yrs 05 mths | CSB-Lookout Mountain |
| Reeves Sr, Lester K | 17 yrs 05 mths | Ga. Dept. of Corrections |
| Reid, Jack E | 34 yrs 01 mths | Ga. Dept. of Natural Resources |
| Riley, LaJuana | 14 yrs 05 mths | Ga. Dept. of Corrections |
| Roberts, Michael R | 23 yrs 08 mths | Ga. Bureau of Investigation |
| Roberts, Wanda | 17 yrs 06 mths | Ware Co. PH |
| Robinson, Susan G | 34 yrs 01 mths | CSB-DeKalb County |
| Robinson, Lynn W | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Rochelle, William J | 12 yrs 05 mths | Ga. Dept. of Education |
| Rodgers, Terry D | 31 yrs 01 mths | Ga. Dept. of Corrections |
| Rowan Jr, James W | 27 yrs 10 mths | Ga. Dept. of Transportation |

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| Roy, Patricia A | 10 yrs 10 mths | Ga. Court of Appeals |
| Sanders, Jan M | 20 yrs 04 mths | Ga. Dept. of Corrections |
| Scott, Queen E | 13 yrs 01 mths | Ga. Dept. of Corrections |
| Sheffield, Vivian Joyce | 20 yrs 08 mths | Laurens Co. PH |
| Skinner, Martha E | 25 yrs 01 mths | Ga. Dept. of Human Resources |
| Smith, Mary J | 10 yrs 01 mths | Henry Co. PH |
| Sorrells, Annette G | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Stephens, Jacquelyn Elaine | 21 yrs 04 mths | Dept. of Juvenile Justice |
| Strathern, Johnnie CR | 10 yrs 00 mths | Ga. Dept. of Human Resources |
| Tew, Mary Ann | 22 yrs 00 mths | Ga. Dept. of Corrections |
| Tillotson, Bertie J | 31 yrs 04 mths | Putnam Co. DFCS |
| Townsend, Elizabeth B | 15 yrs 03 mths | Ga. Dept. of Labor |
| Trafton, Virginia M | 14 yrs 09 mths | CSB-Middle Georgia |
| Trippe Jr, Willie | 12 yrs 03 mths | Ga. Dept. of Corrections |
| Vaughn, Charles R | 20 yrs 01 mths | Office of Comm. of Insurance |
| Vining Sr, Charlie F | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Wall Jr, James H | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Wallace, Mary A | 28 yrs 11 mths | Office of Planning and Budget |
| Ward, Nettie M | 15 yrs 01 mths | Ga. Dept. of Human Resources |
| Weaver, Millie D | 34 yrs 00 mths | Thomas-Grady Svc. Ctr. |
| Weems, Rosalind D | 35 yrs 04 mths | Floyd Co. DFCS |
| Welch, Sarah B | 22 yrs 09 mths | Ga. Dept. of Human Resources |
| Westberry, Aaron C | 34 yrs 00 mths | Georgia Forestry Commission |
| Westbrook, George C | 34 yrs 00 mths | Ga. Dept. of Audits |
| West-Willis, Delieta R | 34 yrs 00 mths | Ga. Dept. of Natural Resources |
| Whitfield, Virginia O | 31 yrs 02 mths | Ga. Dept. of Education |
| Williams, Diane E | 12 yrs 03 mths | CSB-McIntosh Trail |
| Wilson, June C | 31 yrs 03 mths | Dept. of Juvenile Justice |
| Wingfield III, Marion M | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Woodall, Raymond E | 27 yrs 10 mths | Ga. Dept. of Corrections |
| Woodruff, Terry L | 34 yrs 00 mths | Ga. Dept. of Transportation |

April 2005

| Name | Years of Service | Department |
|----------------------------|------------------|--------------------------------|
| Adams, Robert | 30 yrs 11 mths | Ga. Dept. of Corrections |
| Andrews, Ethelene H | 34 yrs 00 mths | Ga. Dept. of Admin. Services |
| Arroyo, Beryl F | 30 yrs 00 mths | CSB-McIntosh Trail |
| Auderski, Hanna LH De | 19 yrs 00 mths | Ga. Dept. of Labor |
| Avera, Harvey Randal | 14 yrs 03 mths | Ga. Dept. of Corrections |
| Awtrey, Reginald W | 34 yrs 00 mths | Department of Revenue |
| Axley, Barbara Jannette | 28 yrs 04 mths | Ga. Dept. of Human Resources |
| Barnes, Mary A | 28 yrs 02 mths | Ga. Dept. of Human Resources |
| Bell, Alice Ann | 16 yrs 04 mths | DHR - DFACS |
| Bennett, Donald Lee | 34 yrs 01 mths | Georgia Forestry Commission |
| Bohler, Cindy Mitchell | 26 yrs 03 mths | CSB-Pineland Area MH |
| Booth, Robert J | 10 yrs 09 mths | Ga. Dept. of Human Resources |
| Bowen, Patsy Tison | 18 yrs 01 mths | Ga. Dept. of Human Resources |
| Brooks, Pamela G | 30 yrs 01 mths | Georgia Forestry Commission |
| Brooks, Carol Luvenia | 21 yrs 02 mths | DHR - DFACS |
| Bryson, Ann Marie | 34 yrs 01 mths | Ga. Dept. of Labor |
| Bussey-Bowman, Katherine L | 34 yrs 00 mths | Ga. Dept. of Labor |
| Butler, Brenda P | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Campbell, Evelyn Jean | 11 yrs 03 mths | DHR - DFACS |
| Cannon, Jeanette H | 20 yrs 03 mths | Ga. Dept. of Corrections |
| Cathcart, John S | 31 yrs 04 mths | Georgia Technology Authority |
| Chandler, Peggy A | 15 yrs 07 mths | Ga. Dept. of Human Resources |
| Choy, Sharon F | 34 yrs 01 mths | Ga. Dept. of Transportation |
| Cochran, Paul J | 27 yrs 00 mths | Department of Revenue |
| Coffee, Thomas Marvin | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Collins Sr, David L | 27 yrs 03 mths | Ga. Dept. of Transportation |
| Cornell, Jonathon David | 16 yrs 02 mths | Ga. Dept. of Corrections |
| Crawford, Brainard | 34 yrs 00 mths | CSB - Oconee |
| Daniels, Nancy Carolyn | 16 yrs 06 mths | DHR - DFACS |
| Daniels, Jennifer T | 14 yrs 01 mths | Ga. Dept. of Natural Resources |
| Davis, Calvin Cornealus | 14 yrs 11 mths | Ga. Dept. of Corrections |

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

| | | | | | |
|-------------------------|----------------|--------------------------------|---------------------------|----------------|--------------------------------|
| Davison, Charley L | 17 yrs 02 mths | Ga. Dept. of Corrections | Morrow, Betty J | 27 yrs 08 mths | DHR - DFACS |
| Dewberry, Kenneth R | 34 yrs 00 mths | Ga. Dept. of Transportation | Mullins, Paul V | 34 yrs 08 mths | Ga. Dept. of Transportation |
| Dockery, Patricia W | 11 yrs 03 mths | Ga. Dept. of Admin. Services | Musgrove, Julia P | 34 yrs 01 mths | Ga. Dept. of Corrections |
| Dunn, Joni Moncrief | 34 yrs 03 mths | Ga. Dept. of Labor | Nelms, Edward | 19 yrs 00 mths | Ga. Dept. of Transportation |
| Ellison, Carl Allen | 34 yrs 00 mths | Ga. Dept. of Agriculture | Netland, Lance Alfred | 20 yrs 08 mths | CSB-DeKalb County |
| Fields, Charlotte Viola | 34 yrs 00 mths | Ga. Dept. of Motor Veh. Safety | Newman, Kathleen H | 28 yrs 00 mths | Ga. Dept. of Corrections |
| Flowers, Beauford | 31 yrs 05 mths | CSB-Middle Flint | Nixon, Judy L | 34 yrs 04 mths | Ga. Dept. of Corrections |
| Forbes, Robbie J | 34 yrs 00 mths | DHR - Public Health | Norris, John Powel | 22 yrs 06 mths | Ga. Dept. of Agriculture |
| Furman, Lyubov | 10 yrs 01 mths | Ga. Dept. of Labor | Ogletree, Terrell | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Gladin, Wilber A | 22 yrs 02 mths | Ga. Dept. of Corrections | Parks, Carolyn E | 11 yrs 04 mths | DHR - DFACS |
| Gooch, Susan J | 34 yrs 01 mths | Ga. Dept. of Human Resources | Phelps, William Lee | 34 yrs 04 mths | Ga. Dept. of Human Resources |
| Graves, Lynda Kay T | 34 yrs 00 mths | Ga. Dept. of Public Safety | Phillips, Wayne L | 31 yrs 07 mths | Ga. Dept. of Motor Veh. Safety |
| Griffin, Brenda James | 29 yrs 09 mths | Ga. Dept. of Agriculture | Phillips, Linda C | 20 yrs 10 mths | Ga. Dept. of Human Resources |
| Griffin, David H | 18 yrs 11 mths | State Board Pardons & Paroles | Pitman, Donna P | 31 yrs 03 mths | Ga. Dept. of Corrections |
| Grimes, Janice M | 28 yrs 10 mths | Ga. Dept. of Labor | Purmort, Donna L | 25 yrs 01 mths | Ga Dept of Motor Veh. Safety |
| Grimes, Kay J | 17 yrs 05 mths | Ga. Dept. of Corrections | Ramey, Laura A | 19 yrs 08 mths | Ga. Dept. of Human Resources |
| Hale, Amy L | 28 yrs 11 mths | Ga. Dept. of Human Resources | Redding, Annie J | 30 yrs 06 mths | Ga. Dept. of Human Resources |
| Hancock, Kenneth W | 35 yrs 02 mths | Ga. Dept. of Public Safety | Reynolds, Carmen G | 28 yrs 00 mths | DHR - DFACS |
| Hardy, E Al | 22 yrs 10 mths | Ga. Dept. of Labor | Roberson, Clinton | 34 yrs 01 mths | Georgia Forestry Commission |
| Hardy Jr, John R | 36 yrs 07 mths | Ga. Dept. of Public Safety | Roberts, Hosea James | 11 yrs 03 mths | Ga. Dept. of Corrections |
| Harris, Mary Nancy | 15 yrs 04 mths | Ga. Dept. of Corrections | Robinson, Henri Yvonne | 25 yrs 04 mths | Ga. Dept. of Community Health |
| Harris, Sarah Jackson | 13 yrs 06 mths | DHR - DFACS | Robinson, Jackie Lamar | 15 yrs 00 mths | DHR - DFACS |
| Harrison, Fred Coleman | 16 yrs 00 mths | Ga. Dept. of Agriculture | Rodgers, Emmett Perry | 21 yrs 01 mths | Ga. Correctional Industries |
| Hinds, Gloria | 32 yrs 09 mths | Ga. Dept. of Motor Veh. Safety | Rogers, Jeanie C | 26 yrs 07 mths | Ga. Dept. of Human Resources |
| Holloway, Malcom David | 16 yrs 01 mths | Ga. Dept. of Transportation | Rose, Eunice G | 25 yrs 05 mths | Ga. Dept. of Human Resources |
| Hopper, Wayne | 34 yrs 04 mths | Ga. Dept. of Human Resources | Sanford, Vickie C | 27 yrs 09 mths | Ga. Dept. of Human Resources |
| Horne, Marshal A | 34 yrs 01 mths | Ga. Dept. of Motor Veh. Safety | Sewell, Rudolph | 20 yrs 07 mths | Ga. Dept. of Labor |
| Hulsey, Catherine C | 34 yrs 00 mths | Ga. Dept. of Transportation | Shearin, Amelia Darlene | 29 yrs 01 mths | Ga. Dept. of Corrections |
| Ingram, Mary Frances | 12 yrs 05 mths | Dept. of Juvenile Justice | Shivers, Gwendolyn R | 34 yrs 00 mths | Ga. Dept. of Motor Veh. Safety |
| Johnson, Dorothy M | 34 yrs 01 mths | Ga. Dept. of Human Resources | Shook, Freddie R | 20 yrs 07 mths | Ga. Dept. of Corrections |
| Johnson, Sharon C | 34 yrs 00 mths | Ga. Dept. of Natural Resources | Smith, Raymond K | 26 yrs 11 mths | State Board Pardons & Paroles |
| Johnson, Annie P | 28 yrs 04 mths | Ga. Dept. of Human Resources | Smith, Cynthia Ford | 15 yrs 10 mths | CSB-New Horizons |
| Johnson, Steve A | 25 yrs 04 mths | Georgia Building Authority | Smith, Robert Lee | 12 yrs 11 mths | Ga. Dept. of Corrections |
| Jones, Jane C | 34 yrs 00 mths | DHR - DFACS | Stewart, Norma Joan | 17 yrs 02 mths | Ga. Dept. of Corrections |
| Jones, Edward Lamar | 28 yrs 03 mths | Dept. of Juvenile Justice | Storey, Janet W | 34 yrs 00 mths | Ga. Dept. of Labor |
| Jones, Walter A | 20 yrs 00 mths | Georgia Building Authority | Strange, Alice Pearl | 26 yrs 00 mths | Ga. Dept. of Human Resources |
| Jordan, Edward L | 34 yrs 00 mths | Ga. Dept. of Transportation | Strong, Susan Z | 34 yrs 00 mths | DHR - DFACS |
| Kavanaugh, Mark E | 34 yrs 00 mths | Ga. Dept. of Transportation | Thomasson, Thomas William | 10 yrs 01 mths | Ga. Dept. of Agriculture |
| Keaton Jr, Spence | 18 yrs 01 mths | Ga. Dept. of Corrections | Thompson, Troy N | 18 yrs 06 mths | Ga. Dept. of Agriculture |
| Kelsey, Cameron | 34 yrs 01 mths | Dept. of Juvenile Justice | Turk, Barbara A | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Kendrick Jr, Ike | 13 yrs 09 mths | CSB-Albany | Veal, Timothy | 12 yrs 04 mths | Ga. Dept. of Human Resources |
| Kennerly, June Elise | 25 yrs 00 mths | Ga. Dept. of Transportation | Vickers, Earl J | 34 yrs 00 mths | Ga. Dept. of Agriculture |
| King, Howard Curtis | 17 yrs 05 mths | Ga. Dept. of Transportation | Walker, Shirley A | 27 yrs 00 mths | Ga. Dept. of Human Resources |
| Kinsey, Wesley Lavon | 25 yrs 05 mths | Dept. of Juvenile Justice | Wansley, Jon R | 30 yrs 00 mths | Ga. Dept. of Transportation |
| Kirkland, Rebecca N | 23 yrs 10 mths | CSB-Pineland Area MH | Waters, Mary E | 29 yrs 00 mths | Ga. Dept. of Labor |
| Kohler, Harrison W | 34 yrs 04 mths | Georgia Department of Law | White Jr, Thomas B | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Lane, Lynda S | 34 yrs 00 mths | DHR - DFACS | Whitehead, Janice A | 24 yrs 05 mths | Ga. Dept. of Labor |
| Lewis, Mary B | 30 yrs 04 mths | Ga. Dept. of Natural Resources | Williams, Dianne | 34 yrs 03 mths | Ga. Dept. of Human Resources |
| Lifsey, George Richard | 17 yrs 00 mths | Ga. Dept. of Corrections | Wilson, James R | 34 yrs 00 mths | Office of Comm. of Insurance |
| Liggins, Margaret | 29 yrs 08 mths | Ga. Dept. of Human Resources | Wilson, Lloyd Emmitt | 12 yrs 01 mths | Dept. of Juvenile Justice |
| Lively, Donald B | 24 yrs 02 mths | Ga. Dept. of Motor Veh. Safety | Wood, Gladys K | 15 yrs 02 mths | State Board Pardons & Paroles |
| Long, Robert A | 34 yrs 00 mths | Georgia Forestry Commission | Wright, Timothy Doyle | 10 yrs 09 mths | Ga. Dept. of Motor Veh. Safety |
| Lowe, Ola Belle | 30 yrs 03 mths | Ga. Dept. of Human Resources | Wright, Rosemary M | 10 yrs 06 mths | Ga. Dept. of Human Resources |
| Madaris, Betty N | 13 yrs 09 mths | CSB-Lookout Mountain | Yarbrough, James Marcus | 26 yrs 02 mths | Ga. Dept. of Defense |
| Maltese, Rosanne B | 31 yrs 04 mths | DeKalb Co. DFCS | Younginer, Debi Lee | 34 yrs 00 mths | Dept. of Technical & Adult Ed. |
| Martin, John | 34 yrs 01 mths | Ga. Dept. of Human Resources | Zettler, Gail M | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Martin, Sara A | 20 yrs 11 mths | DHR - DFACS | | | |
| Maye III, Peter R | 23 yrs 01 mths | Ga. Dept. of Natural Resources | | | |
| Mays, Angelia | 34 yrs 00 mths | Ga. Dept. of Human Resources | | | |
| Mays, Tonia G | 23 yrs 02 mths | Monroe Co. DFCS | | | |
| McCrary, Rufus T | 34 yrs 00 mths | Ga. Dept. of Corrections | | | |
| McDaniel, Mary Lou | 10 yrs 04 mths | DHR - DFACS | | | |
| McMurtrey, Amy C | 34 yrs 00 mths | Ga. Dept. of Education | | | |
| McQuaig, Roger R | 30 yrs 01 mths | Ga. Dept. of Corrections | | | |
| Meeks, Jack T | 34 yrs 00 mths | Ga. Dept. of Human Resources | | | |
| Melnik, Deborah W | 30 yrs 00 mths | DHR - DFACS | | | |
| Middleton, Joey L | 34 yrs 00 mths | Ga. Dept. of Transportation | | | |
| Mikell, Betty Ann | 31 yrs 03 mths | Ga. Dept. of Corrections | | | |

May 2005

| Name | Years of Service | Department |
|--------------------------|------------------|------------------------------|
| Adams, Lula B | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Adams, Danny Farrow | 12 yrs 03 mths | Ga. Dept. of Corrections |
| Alverson, Edward Traylor | 35 yrs 00 mths | Ga. Dept. of Public Safety |
| Anderson, Robbie H | 34 yrs 00 mths | Pulaski Co. DFCS |
| Arrington, Jim | 32 yrs 00 mths | CSB-New Horizons |

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

| | | | | | |
|-----------------------------|----------------|--------------------------------|--------------------------|----------------|--------------------------------|
| Baker, Sharon Foster | 19 yrs 05 mths | Ga. Dept. of Human Resources | Hosley, Mary Alice | 29 yrs 05 mths | Ga. Dept. of Human Resources |
| Baldwin, Robert E | 25 yrs 00 mths | Ga. Dept. of Transportation | Hudson, Brenda C | 26 yrs 01 mths | Ga. Dept. of Human Resources |
| Barnes, Marie M | 34 yrs 00 mths | Forsyth Co. DFCS | Hudson, Woodrow W | 10 yrs 11 mths | Ga. Dept. of Corrections |
| Batten, James R | 11 yrs 03 mths | Jekyll Island State Park Found | Irby Jr, Edmondson J | 17 yrs 08 mths | Ga. Dept. of Veterans Service |
| Battiatto, Helen C. Wallace | 29 yrs 07 mths | Muscogee Co. PH | Ivie Sr, James B | 25 yrs 01 mths | Georgia Technology Authority |
| Battle, Ermagene | 34 yrs 00 mths | Ga. Dept. of Transportation | Johnson, Barbara Gail | 30 yrs 00 mths | Ga. Dept. of Corrections |
| Blackmon, Ronald Louis | 25 yrs 01 mths | Ga Dept of Motor Veh. Safety | Jones, Elizabeth Ann | 34 yrs 00 mths | Dept of Administrative Service |
| Blount, Betty V | 11 yrs 11 mths | Ga Dept of Motor Veh. Safety | Jones, Beverley Arlene | 11 yrs 07 mths | Ga. Dept. of Labor |
| Bostick, Thomas M | 22 yrs 11 mths | Ga. Dept. of Admin. Services | Josey, Debra E | 34 yrs 01 mths | Ga. Dept. of Transportation |
| Bouchard, Anne W | 30 yrs 00 mths | Ga. Dept. of Human Resources | Justus, Freda Bradley | 16 yrs 02 mths | Rabun Co. DFCS |
| Braddy, Barbara O | 13 yrs 07 mths | Ga. Dept. of Labor | Keen, Jake Daniel | 11 yrs 01 mths | Ga. Dept. of Corrections |
| Brendel, Hillard W | 34 yrs 00 mths | Ga. Dept. of Transportation | Kennedy, Sylvia S | 30 yrs 06 mths | Tattnall Co. DFCS |
| Brinson, Dorothy D | 12 yrs 09 mths | Ga. Dept. of Corrections | Key, Betty J | 12 yrs 08 mths | Ga. Dept. of Human Resources |
| Brown, Glenn L | 34 yrs 00 mths | Ga. Dept. of Transportation | Kirby, Constance A | 26 yrs 05 mths | Ga Dept of Motor Veh. Safety |
| Brown, Thomas J | 18 yrs 11 mths | Ga. Dept. of Labor | LaFoy, Jane | 34 yrs 00 mths | Ga. Dept. of Education |
| Brunson, Charlotte L | 16 yrs 11 mths | CSB-GA Highlands | Larsen Jr., Jens E | 30 yrs 03 mths | Ga. Dept. of Agriculture |
| Bryant, Larry Cullen | 16 yrs 08 mths | Ga. Dept. of Corrections | Lawrence, Peggy W | 34 yrs 04 mths | Hart Co. DFCS |
| Busby Jr, Robert W | 34 yrs 07 mths | Dept of Economic Development | Lawrence, Effie G | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Cannon, Helen L | 14 yrs 08 mths | Ga. Dept. of Corrections | Leslie, Augustus D | 34 yrs 00 mths | Georgia Forestry Commission |
| Cargile, Cecil A | 14 yrs 05 mths | Ga. Dept. of Transportation | Locke Jr, Gary Winfred | 11 yrs 10 mths | Ga. Dept. of Veterans Service |
| Carr, Sherry L | 34 yrs 00 mths | Dept. of Juvenile Justice | Lovett, Velma V | 16 yrs 09 mths | Ga. Dept. of Human Resources |
| Carson, Lonnie | 34 yrs 00 mths | Ga. Dept. of Transportation | Lundy, Donald L | 35 yrs 05 mths | Ga. Dept. of Public Safety |
| Carter, Susan P | 34 yrs 00 mths | Ga. Dept. of Transportation | Maddox, Randall M | 34 yrs 00 mths | Ga. Dept. of Labor |
| Carter, Mary Alice | 30 yrs 00 mths | CSB-South Georgia | Martin, Ted P | 34 yrs 00 mths | Ga. Dept. of Transportation |
| Cawley Jr, George J | 34 yrs 01 mths | Dept. of Juvenile Justice | Martin, Harold Von | 32 yrs 10 mths | CSB-New Horizons |
| Clark, Nina O | 18 yrs 06 mths | Ga. Dept. of Corrections | Martin III, Joel Q | 34 yrs 00 mths | Ga. Dept. of Labor |
| Clark, James | 14 yrs 09 mths | Ga. Dept. of Corrections | Mayo, Joel Kenneth | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Collins, Deborah J | 34 yrs 07 mths | Newton Co. PH | McBrayer Jr, Thomas C | 34 yrs 00 mths | Ga. Dept. of Corrections |
| Combes, Patricia F | 34 yrs 00 mths | Ga. Dept. of Human Resources | McDonald, Beverly T | 15 yrs 04 mths | Ga. Dept. of Labor |
| Comer, Sandra E | 34 yrs 00 mths | Ga. Dept. of Corrections | McNeely, Patricia A | 34 yrs 00 mths | Richmond Co. PH |
| Cook, James Kenneth | 21 yrs 03 mths | Ga. Dept. of Corrections | Meachum, Kenneth Bernard | 21 yrs 02 mths | Ga. Dept. of Defense |
| Cook, Janice E | 19 yrs 03 mths | CSB-Coastal | Mills, Charlotte M | 26 yrs 05 mths | CSB-Cobb County |
| Crosby, Malinda | 15 yrs 00 mths | Dept. of Juvenile Justice | Moody, Lonnie Alver | 14 yrs 04 mths | Ga. Dept. of Corrections |
| Darby, Mary Louise | 34 yrs 00 mths | Ware Co. PH | Moore, Diane C | 30 yrs 00 mths | Ga. Dept. of Labor |
| Davis, Janet B | 23 yrs 04 mths | Green Oaks-Moultrie | Morgan, Richard D | 20 yrs 07 mths | Ga. Dept. of Human Resources |
| Dehart, Robert H | 35 yrs 04 mths | Ga. Dept. of Human Resources | Morris, Clara B | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Dennis, Sylvia L | 32 yrs 09 mths | Toombs Co. DFCS | Morrow, Reubin B | 30 yrs 02 mths | Ga. Dept. of Transportation |
| Dennis, Deborah D | 30 yrs 01 mths | Ga Dept of Motor Veh. Safety | Mumford, Caroline G | 23 yrs 06 mths | Ga. Dept. of Human Resources |
| Drake, Janis E | 15 yrs 07 mths | CSB-Ogeechee | Murphy, Aljosie | 34 yrs 03 mths | CSB-New Horizons |
| Eberhardt, Robert L | 34 yrs 04 mths | CSB-Clayton County | Murray, Joan M | 25 yrs 04 mths | State Board Pardons & Paroles |
| Edwards, Johnny Steven | 34 yrs 00 mths | Ga. Bureau of Investigation | Neal, Sara M | 16 yrs 05 mths | Ga. Dept. of Human Resources |
| Edwards, William Smets | 20 yrs 09 mths | Georgia Forestry Commission | Nelms, Patsy Sikes | 22 yrs 04 mths | Ga. Dept. of Corrections |
| Ellington, Frances C | 34 yrs 00 mths | Dept of Community Health | Newell, J. Paul | 10 yrs 11 mths | Ga. Dept. of Human Resources |
| Eubanks, Etta M | 34 yrs 00 mths | Ga. Dept. of Human Resources | Oliver, Lois P | 30 yrs 03 mths | Peach Co. PH |
| Fay, Carole B | 25 yrs 01 mths | Ga Dept of Motor Veh. Safety | O'Neal, Jill | 15 yrs 08 mths | Ga. Dept. of Corrections |
| Fennell, Tim | 30 yrs 06 mths | Ga. Dept. of Corrections | Owens, Jennie S | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Ford, Christina C | 34 yrs 10 mths | DHR - DFACS | Owens, Helen F | 30 yrs 00 mths | Thomas Co. DFCS |
| Fowler Sr, Samuel | 34 yrs 01 mths | Ga. Dept. of Transportation | Palmer, Henry | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Freeman, Bonnie Varina | 14 yrs 00 mths | DHR - DFACS | Parker, Nellie B | 14 yrs 06 mths | CSB-Middle Georgia |
| Frye, Rebecca L | 34 yrs 00 mths | Georgia Technology Authority | Payton, Norma J | 25 yrs 09 mths | Ga. Dept. of Human Resources |
| Garey, Bruce H | 34 yrs 00 mths | Ga. Dept. of Transportation | Peacock, Joseph Daniel | 15 yrs 11 mths | Ga. Dept. of Corrections |
| Garnigan, Donald L | 28 yrs 00 mths | Ga. Dept. of Transportation | Pellitteri, Vito J | 16 yrs 01 mths | Lowndes County Schools |
| Gill, Nedra A | 27 yrs 02 mths | Georgia Forestry Commission | Perron, Maurice E | 21 yrs 06 mths | Georgia Building Authority |
| Glasco, Phillippa L | 18 yrs 01 mths | Ga. Dept. of Labor | Pettigrew, Nancy G | 34 yrs 00 mths | Jasper Co. DFCS |
| Glaze, Clara Griffin | 26 yrs 01 mths | General Assembly of Georgia | Phillips, Sadie W | 23 yrs 04 mths | Department of Revenue |
| Godwin, Mary | 30 yrs 00 mths | Ga. Dept. of Corrections | Pierson, Brenda S | 28 yrs 06 mths | Ga. Dept. of Human Resources |
| Greenlee, M Elysia | 34 yrs 00 mths | Ga. Dept. of Natural Resources | Redding, Elton Dale | 16 yrs 09 mths | Ga. Dept. of Corrections |
| Greer, Gail | 34 yrs 00 mths | Ga. Dept. of Human Resources | Reeves, Janice Lewis | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Harden, Karen C | 30 yrs 00 mths | CSB-DeKalb County | Roberts, Benny R | 15 yrs 10 mths | Ga. Dept. of Transportation |
| Harden, Frances V | 14 yrs 11 mths | Ga. Dept. of Human Resources | Rowell, Sylvia S | 16 yrs 00 mths | Ga. Dept. of Public Safety |
| Hargrove, Ruby P | 25 yrs 02 mths | Ga. Dept. of Corrections | Samuels, Bowler | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Harris, Arlene G | 14 yrs 04 mths | Ga. Dept. of Human Resources | Sapp, Faye R | 34 yrs 00 mths | CSB-Satilla |
| Hatcher, Diane | 34 yrs 00 mths | Ga. Dept. of Human Resources | Seals, Cora Bell | 34 yrs 00 mths | Ga. Dept. of Labor |
| Hill, Herman | 34 yrs 00 mths | Ga. Dept. of Corrections | Segars, Troy D | 34 yrs 01 mths | Ga. Dept. of Transportation |
| Hill, Lutrena Brown | 25 yrs 00 mths | DHR - BOCOP | Sexton, Thomas F | 34 yrs 00 mths | Ga. Dept. of Human Resources |
| Hollomon, Stephen W | 30 yrs 00 mths | CSB - Oconee | Sheriff, Donald E | 15 yrs 05 mths | Ga. Dept. of Transportation |
| Hood, Paul Michael | 34 yrs 00 mths | Ga. Dept. of Public Safety | Shope, Cleve R | 34 yrs 00 mths | Ga. Dept. of Labor |
| Horton, Irene H | 10 yrs 07 mths | Ga. Dept. of Corrections | Siddappa, Jalaja P | 27 yrs 11 mths | DeKalb Co. PH |

Congratulations to these dedicated state retirees

Submitted by Employees' Retirement System

| | | |
|-----------------------|----------------|--------------------------------|
| Smith, Doris M | 34 yrs 01 mths | Dept. of Juvenile Justice |
| Smith, Clyde Copeland | 29 yrs 01 mths | Ga. Dept. of Natural Resources |
| Smoot, Sharene L | 19 yrs 10 mths | Thomas Co. DFCS |
| Standard, Linda T | 26 yrs 07 mths | Ga. Dept. of Corrections |
| Stone, Cisro Rosevelt | 19 yrs 11 mths | Ga. Dept. of Transportation |
| Taylor, Freddie | 35 yrs 08 mths | Ga. Dept. of Public Safety |
| Taylor, Connie P | 34 yrs 01 mths | Ga. Dept. of Labor |
| Taylor, Lucia D | 24 yrs 05 mths | Ga. Dept. of Human Resources |
| Thomas, Alvin K | 14 yrs 11 mths | Ga. Dept. of Corrections |
| Thomas Jr, James I | 30 yrs 00 mths | Ga. Dept. of Labor |
| Thurmond, David G | 26 yrs 09 mths | Ga. Dept. of Transportation |
| Travis, Eddie L | 15 yrs 10 mths | Ga Dept of Motor Veh. Safety |
| Ussery, John Fredrick | 11 yrs 07 mths | Ga. Dept. of Corrections |
| Wade, Beverly S | 30 yrs 00 mths | Dept. of Juvenile Justice |
| Wall, Marietta F | 18 yrs 05 mths | Ga. Dept. of Human Resources |
| Waller, Denise Gayle | 28 yrs 09 mths | Ga. Dept. of Human Resources |
| Weldy Sr, Bobby C | 35 yrs 05 mths | Ga. Dept. of Agriculture |
| White Sr, Charles H | 14 yrs 10 mths | Ga. Dept. of Human Resources |
| Whitt, Mary Lou | 10 yrs 02 mths | Ga. Dept. of Natural Resources |
| Williams, Retha | 34 yrs 00 mths | Ga. Dept. of Labor |
| Williams, Lillie M.B | 25 yrs 02 mths | Ga. Dept. of Human Resources |
| Williams, Carol G | 19 yrs 02 mths | Ga. Dept. of Labor |
| Williams, David L | 15 yrs 06 mths | Ga. Dept. of Corrections |
| Williamson, Sadie A | 34 yrs 00 mths | Coffee Co. DFCS |
| Yarbrough, Connie K | 34 yrs 00 mths | Ga. Dept. of Labor |

2004-2005 State Charitable Contributions Program Awards

Governor's Award Categories



9001 and up Employees
University of Georgia



1001-9000 Employees
Georgia Institute of Technology



101-500 Employees
Georgia Merit System



1-100 Employees
Employees' Retirement

Not pictured: 501-1000 Employees – Armstrong Atlantic State University

- **State Agency & University System Largest Increase in Contributions**
Georgia Southern University
Department of Transportation
- **Highest Level of Employee Participation**
Atlanta Metropolitan College Georgia
Commission on Equal Opportunity
- **Highest Increase in Percent of Participation**
Georgia Student Finance Commission,
and Savannah State University

Commissioner's Award Categories

- These are the runners up for the Governor's awards in these employee population groups
- 1-100 employee
Skidaway Institute of Oceanography
Georgia Student Finance Commission

- 101-500 employees
Dept. of Community Affairs, Georgia Public Telecommunications Commission, Office of Planning and Budget, Dept. of Banking and Finance, Dept. of Administrative Services and Dept. of Law

Winners have the highest contribution per employee

- 501-1000 employees
Georgia College and State University and Ga. Technology Authority
- 1001 to 9000 employees
Georgia State University, Dept. of Technical and Adult Education and Dept. of Revenue
- 9001 and up
Department of Human Resources

TRAINING/WORKFORCE DEVELOPMENT

CHANGE YOUR RESULTS BY CHANGING YOUR HABITS

We develop our habits from a variety of sources: the way we were raised, the way we see the world, the way others see us, our experiences, etc. Even when our habits, actions, or behaviors do not get us the results that we want, we continue doing them until we open our minds and find a better way to get the results we want. The 7 Habits of Highly Effective People®, a national best-seller by Dr. Stephen R. Covey, founder and chairman of Franklin Covey, Co., introduces ways to break ineffective patterns through practicing seven new behaviors that lead to effectiveness.

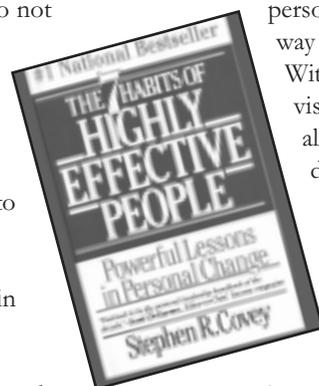
Effectiveness is the ability to get what you want in such a way that you can get it again and again and again. Effective organizations depend on effective people, so the habits begin on a very personal level and then expand to an interpersonal level. All of the habits reflect universal principles.

Habit 1: "Be Proactive"

Take responsibility for your actions and the consequences that follow from those actions. Recognize that you are in control of your behaviors and your responses to all the stimuli that touch your life every day. The opposite of being proactive is being reactive, allowing the actions of others to dictate your responses. Being reactive means giving up control of your own behaviors, giving your power away. Proactive people realize that they make choices for their behaviors and responses by weighing the possible consequences of each action. Proactivity helps people and their organizations to accept new challenges and to achieve goals.

Habit 2: "Begin With the End in Mind"

Beginning with the end in mind means setting goals and providing a direction in which to work. A personal mission statement is an excellent way to set goals for one's personal life. Within an organization, having a shared vision and mission unites employees and aligns individual, team, unit, division, department, and organization goals so that everyone is working toward a common purpose.



Habit 3: "Put First Things First"

All too often, the things we find most important in life are pushed aside in favor of spending time on things that are urgent but not necessarily important. By exercising Habits 1 and 2, we know that we make the decisions that affect our lives and that we have a clear vision with prioritized goals for what we want to accomplish personally and professionally. We are then able to act on Habit 3 to be sure that we are working on the right things that will help us reach our goals.

Habit 4: "Think Win-Win"

This is the first of the interpersonal habits and helps create the mindset of mutual benefit. Our society encourages the win-lose mindset in which one party wins (meets his needs) and the other loses (does not meet his needs). Thinking win-win throughout conflict resolution helps parties to be creative in problem-solving, to seek to meet the needs of all parties, and to break the win-lose habits that have been ingrained since childhood.

Habit 5: "Seek First to Understand

Then to Be Understood" By practicing this habit, we learn to listen to the words and emotions of others so that we can better understand their positions. We can then be better understood when it is our turn to express our positions. Communication is enhanced, leading to more effective problem-solving.

Habit 6: "Synergize"

This habit embodies the idea that "the whole is more than the sum of its parts." By exercising Habits 4 and 5, we seek mutual benefit and listen carefully to others. We are then able to celebrate the differences in the way we each see the world, in approaches, in opinions, in backgrounds, and in experiences. Our creativity is freed to allow us to come up with solutions that no one person would have come up with alone – resulting in synergy.

Habit 7: "Sharpen the Saw"

In order to be effective, we must take care of ourselves in four dimensions of life: physical, mental, spiritual, and social/emotional. We must renew ourselves in order to continue to work toward our goals. Earlier, I mentioned that effectiveness is getting what you want in such a way that you can get it again and again and again. By continuously improving and renewing, we keep ourselves at the height of effectiveness personally and professionally.

By practicing the seven habits, you will see increased productivity and effectiveness for yourself and for your organization.

For information about registering for the Georgia Merit System course, "The Seven Habits of Highly Effective People", go to the GMS web-site at www.gms.state.ga.us.

Agencies exercise business continuity, disaster recovery plans

In an emergency, state agencies must work together to make sure essential services keep operating, and many of the state's larger agencies are already preparing for such an emergency by developing and exercising business continuity plans.

Several agencies took part in a facilitated review of their plans on June 20 to increase employee awareness and to identify areas for improvement. Participants included the Department of Community Affairs, Department of Human Resources' Mental Health Division, Georgia Merit System, Secretary of State's Office and State Board of

Workers' Compensation. Some agencies participated as observers, including the Department of Education, Department of Motor Vehicle Services, Board of Pardons and Paroles, Department of Technical and Adult Education, Office of Homeland Security, Georgia Emergency Management Agency, Office of State Administrative Hearings and Public Service Commission.

The "tabletop exercise" was a continuation of activities begun last year at the Digital Academy on Business Continuity and Disaster Recovery, which attracted 87 participants from 29 state agencies. The Georgia

Technology Authority (GTA) sponsored the Digital Academy and contracted with Southern Polytechnic State University (SPSU) in Marietta to oversee training.

Business continuity refers to the processes and procedures an organization puts in place to ensure essential functions continue during and after an emergency or disaster. The goal is to prevent the interruption of mission-critical services and to resume essential operations as soon as possible.

The exercise was facilitated by GTA, SPSU and KPMG, which provides risk management and

advisory services. GEMA provided funding.

"We walked through agency plans, validated processes and identified areas needing improvement," said James Price, who oversees GTA's business continuity and disaster recovery planning. "We focused on training and getting people familiar with their roles and responsibilities."

Agencies sent at least two representatives, one from business or program operations and another from IT operations. A report about the results of the tabletop exercise will be distributed to agencies, and they'll

also be given guidelines for conducting their own in-house exercises.

"The exercises need to be conducted and plans should be updated on a regular basis," Mr. Price said.

Several state agencies have formed an association to assist each other in developing business continuity and disaster recovery plans.

For more information about the association, contact James Price at 404-651-8421 or jprice@gta.ga.gov.

MONEY MATTERS

Work With Someone You Trust

- Is your retirement money invested properly?
- Will you have enough income in retirement?
- How will you pay for a child's education?
- Financially, what would happen to your family if you died?
- How will you pay for long-term care?



The MEMBERS Financial Services Program located at State Employees Credit Union has one objective: to help you reach your financial goals. We're here to help you make sound financial decisions consistent with your risk tolerance, investment time-lines and goals. The program works in cooperation with the State Employees Credit Union and complements the products and services the credit union makes available to you. Together we can provide a total package to help you realize your full financial potential. When it comes to insurance and investments, we understand the importance of a trusted partner. Contact Guy Cook, the MEMBERS Financial Services Representative serving SECU, at (404) 463-1895 for a no-cost, no-obligation appointment.

Representatives are registered through, and securities are sold through, CUNA Brokerage Services, Inc. (CBSI), member NASD/SIPC, 2000 Heritage Way, Waverly, Iowa 50677, toll-free (866) 512-6109. Insurance sold through licensed CUNA Mutual Life Insurance Company Representatives, and in New York, licensed insurance representatives of other companies. Nondeposit investment products are not federally insured, involve investment risk, may lose value and are not obligations of or guaranteed by the credit union.

DNR offers music concerts at Unicoi Park



Most Saturdays, now through mid-November at Unicoi Park and Lodge in Helen, some of the best musicians in the area will perform Appalachian Mountain, Bluegrass and Southern Gospel music. "Pass-the-hat" donations to the musicians are welcome. There is a \$2 parking fee. For more information, call 800-573-9659 Ext. 305.

Reportmydriving.ga.gov to curtail accident claims



The Department of Administrative Services (DOAS) has a new web site to allow the public to report the driving practices of state employees who drive government vehicles. Drivers in Georgia can go to www.reportmydriving.ga.gov to file complaints about government vehicle drivers. DOAS Commissioner Dana Russell said comments on courteous and conscientious state employees driving state vehicles are also encouraged. Complaints are tracked to ensure follow-up by the agencies involved. The site is a part of Governor Sonny Perdue's and the Commission for a New Georgia's plan for state agencies to use resources more appropriately and efficiently.

The program is voluntary; however, all state agencies, excluding law enforcement entities, are encouraged to affix bumper stickers advertising the program web site to their vehicles. The stickers are mandatory for DOAS vehicles. The initial order of 10,000 bumper stickers has been depleted and an additional order of 10,000 stickers has already been made. Stickers can be obtained by emailing GAFleet@doas.ga.gov.

According to Debra White, director of DOAS Support Services Division, the area that

manages the state's fleet services, DOAS is quite excited about the program.

"It is an initiative that we thought was important and felt the state would benefit from it."

According to Commissioner Russell, until now, there were no clearly defined methods to report and respond to complaints reported by motorists. Although the site was available to the public in April, a news conference to announce the site was held on the top deck of the Jesse Hill parking deck on June 13. Since the news conference, the site has had an increase in reporting activity.

The new program has the potential to decrease the state's annual accident claims, which have cost the state more than \$10.5 million since 2002. Statistics since 2002 show Georgia has paid \$10.5 million for more than 5,800 accident claims involving state vehicles. Since 2002, state drivers who rear-ended other motorists caused 623 accidents, costing the state approximately \$4 million. Failure to yield was the second most costly violation, causing 757 accidents and costing \$2 million.

As of July 1, 2005, the Office of Fleet Management, formally housed in DOAS, was transferred to the Office of Planning and Budget; however, DOAS will continue to manage day-to-day operations.

Test Your Vocabulary

1. To scold severely or angrily. _____ Berate (bih-RAYT) v.
2. Speech or action that flatters and tends to coax, entice, or persuade (often used in the plural) _____ Irrefragable (ir-REF-ruh-guh-buhl) adj.
3. To bring up (a subject) for discussion or debate. _____ Broach (broch) v.
4. Lacking proper seriousness or respect; showing inappropriate levity; pert. _____ Deprecate (DEP-ri-kayt) v.
5. Talking much, especially about commonplace or trivial things; talkative _____ Flippant (FLIP-uhnt) adj.
6. To teach and impress by frequent repetitions or admonitions; to urge on the mind. _____ Inculcate (in-KUL-kayt) v.
7. Uncompromising; irreconcilable; not capable of being swayed or diverted from a course; unsusceptible to persuasion. _____ Blandishment (BLAN-dish-muhnt) n.
8. Impossible to refute; incontestable; undeniable; as, an irrefragable argument; irrefragable evidence. _____ Tendentious (ten-DEN-shuhs) adj.
9. Marked by a strong tendency in favor of a particular point of view. _____ Garrulous (GAR-uh-luss) adj.
10. To disapprove of strongly; _____ Intransigent (in-TRAN-suh-juhnt) adj.

State Agencies Take Steps Toward Cleaner Air and Better Health

Most people would probably say that walking is not an option for them for work-related activities. But did you know that in the U.S., more than 25 percent of auto trips are less than one mile in length? Walking is one of the simplest, most efficient ways of getting from point A to B. Unfortunately, most Americans have gotten into the habit of using their cars for even the shortest of trips. Not only has this contributed to a rise in obesity rates, but it has also contributed to metro Atlanta's air quality problem.

To reverse this trend and get people moving again, The Clean Air Campaign® and the region's eight transportation management associations (TMAs) organized the Metro Atlanta Walk There! Challenge in April. Participating individuals tracked how far they walked each day and logged their steps online. Thirteen state agencies challenged their employees to put their feet on the street, and the results were impressive. Many participants were among the top walkers in the region, including Eve Gao of the Georgia Professional Standards Commission. She was the top walker among public employers during the second week of the challenge, adding steps to her daily routine by walking to lunch, for errands and for entertainment.

Walking is just one way you can free yourself from traffic and help clean metro Atlanta's air. Other commute alternatives such as carpooling, teleworking, transit and vanpooling are also excellent ways to reduce your stress and add time to your day. Thanks to Commuter Rewards, a new program offered by The Clean Air Campaign and the region's transportation management associations (TMAs), clean commuters can also earn cash and prizes. The concept is simple: clean up your commute, log how you did it, earn cash and win prizes. Commuter Rewards encompasses three different financial incentives: the highly-successful Cash for Commuters program for commuters currently driving alone to work; Commuter Prizes, a monthly prize program for existing users of commute alternatives; and Carpool Rewards, a gas card program for carpools with three or more people. Commuters can get more information and register to participate by visiting www.cleanaircampaign.com.

- ### Test Your Vocabulary Answers
1. Berate (bih-RAYT), v. - To scold severely or angrily.
 2. Blandishment (BLAN-dish-muhnt), n. - Speech or action that flatters and tends to coax, entice, or persuade often used in the plural)
 3. Broach (br ch) v. - To bring up (a subject) for discussion or debate.
 4. Flippant (FLIP-uhnt), adj. - Lacking proper seriousness or respect; showing inappropriate levity; pert.
 5. Garrulous (GAR-uh-luss), adj. - Talking much, especially about commonplace or trivial things; talkative
 6. Inculcate (in-KUL-kayt), v. - To teach and impress by frequent repetitions or admonitions; to urge on the mind.
 7. Intransigent (in-TRAN-suh-juhnt) adj. - Uncompromising; irreconcilable; not capable of being swayed or diverted from a course; unsusceptible to persuasion.
 8. Irrefragable (ir-REF-ruh-guh-buhl), adj. - Impossible to refute; incontestable; undeniable; an irrefragable argument; irrefragable evidence.
 9. Tendentious (ten-DEN-shuhs), adj. - Marked by a strong tendency in favor of a particular point of view.
 10. Deprecate (DEP-ri-kayt), v. - To disapprove of strongly;

Work Tip

Is Your Work All About the Money?

Money is not the only reason for choosing an employer. It is also true that many people seek more from their employment than just monetary gains. Some people work jobs at a sacrifice of money because of the fulfillment the job offers. Others like contributing to something larger than themselves; something important. A sense of development and growth or the challenge of the job are other reasons why some employees stay with a particular employer. Others simply use employment as a way to meet people, to make a love connection or just to interact with others who have a similar interest or lifestyles. And while all the listed reasons may possibly be important, the majority of the 21st century workforce works primarily for compensation.

But many employees make the mistake of only seeing their compensation in terms of the amount of earnings they take home. And while monetary compensation is significant, employees have to consider their "total compensation" and rewards package to really access the overall value of their employment. Many benefits available to employees are expenditures for organizations. The overall cost the employer pays to fund the position and its benefit package should be

considered when assessing the full worth of the position. Employees may actually loose compensation when changing jobs if they do not compare their complete compensation package with that offered by the other employer. Work-life benefits, paid parking, holidays and paid-time-off are a small example of benefits that can be included when assessing your "total compensation." Consider for example that state employees on the statewide salary plan earning a \$31,000 annual salary have a total compensation of \$41,317. Plus, employees should compare elective options offered by each employer to ensure individual desirable benefits, such as travel allowances, training, and cash bonuses remain available.

Lastly, employees should also include various conveniences and payroll options as part of their overall compensation. Payroll deduction and some of the pre-tax benefits it provides can also affect the bottom dollar. Employees should look at their complete compensation and benefit package before making a decision to accept another employment offer. As state employees, visit www.gms.state.ga.us/GreatPlaceToWork/TotRewardsCalculator.asp to learn more about your total compensation.



ASSESSMENT SERVICES

For your organization development needs

Assess your staff
Assess employee satisfaction and identify training needs

Assess your customer
Assess your organization's image and measure customer satisfaction

Assess your services
Evaluate your customer service delivery, and collect environmental scanning data

| | |
|-----------------|---|
| Consult- | with you to help gather information and shape the project direction |
| Design- | content questions and look for the instrument used to contact and communicate with your target audience |
| Develop- | online and hard copy surveys, timelines, interim communication and reminders |
| Conduct- | distribute and troubleshoot any problems respondents may have |
| Monitor- | response rates and total response counts |
| Compile- | centralize and categorize responses for reporting purposes |
| Create- | clear and concise text and graphs that summarize responses and provide valuable insights |

We can We care We customize

For Further information or to schedule a consultation please contact

Georgia Merit System, ASSIST Unit
Felicia Brockington
529 Church St.
Decatur, Georgia 30030
fbrockington@gms.state.us or
404-371-7321



Saluting Employees Serving Our State and Country

"I am proud of the brave men and women of Georgia state government who are serving their country abroad in the war on terror. These courageous men and women are not only public servants at home, but they've volunteered themselves as defenders of freedom for our entire nation. I offer each of them my sincere thanks, and my prayer for their safe return home."

– Governor Sonny Perdue

Labor Pardons and Paroles



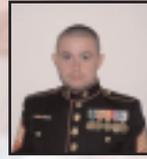
Sandi Buchanan
Texas
Less than 2 years



Christopher Sneed
Kuwait
Presently Serving



Glen Brown
Georgia
Guantanamo Bay
2 yrs



James Smith
Iraq
Less than 1 year



Craig Flint
Washington
Less than 2 years



Joseph Becton Jr
Georgia
2 yrs



Marie Rothwein
Florida
1 year



Ronnie Mays
Iraq
Presently Serving



Reginald Warren
North Carolina
Less than 2 yrs



Richard Croley
Missouri
Presently Serving



Russel Bloodworth
Unknown
Presently Serving

Pardons and Paroles Public Safety Technical and Adult Education Workers' Compensation



Ted Stradford
Middle East
Presently Serving



Jeff Bright
Kuwait
Less than 1 year



Joseph Braswell
Unknown
Less than 2 years



Andrew Gideon
Iraq
Presently Serving

Not Pictured:
Carrie Gordon
Iraq,
Presently Serving



Mary Jirsa
Georgia
Less than one year



Janice Askin
Georgia, Kuwait
Less than one year



GEORGIA LEADERSHIP INSTITUTE

Leading the Way for a New Georgia

The Georgia Leadership Institute is focused on building bench strength of future leadership at all career phases as well as expanding the breadth of our current leaders' competencies and skills. Principle-Centered, Customer-Focused, and Results-Driven leadership forms the foundation of the Georgia Leadership Institute. Our goal is to develop current and future generations of Georgia state government leaders, who are positioned to meet the global challenges of today and tomorrow.

Executive Leadership Program 

Middle Manager Development Program 

Supervisory Development Program 

Pre-Supervisory Development Program 

Principle-Centered Leadership 

New Georgia Forums 

Georgia Leadership Institute AGENCY PARTICIPATION

Senior Management Principle-Centered Leadership

- Department of Juvenile Justice
- Department of Administrative Services
- Georgia Technology Authority
- Pardons and Paroles

Executive Leadership Program

- Department of Economic Development
- Department of Revenue
- Department Human Resources
- Department of Corrections
- Georgia Environmental Facilities Authority
- State Finance and Investment Commission
- Georgia Merit System

Governor's Leadership Summit



"I am committed to developing the talent that is already in every level of state government and ensuring they explore and understand the elements of my vision and direction for the state."

- Gov. Sonny Perdue

Thursday, August 18, 2005
Georgia World Congress Center
285 Andrew Young Int'l. Blvd., NW / Atlanta, Georgia 30313

Keynote Speaker:
John Schuerholz, General Manager, Atlanta Braves
"Developing a Winning Team and a Strong Bench"

Thursday, December 8, 2005
Keynote Speaker:
Jim Collins, Author of "Good to Great" (invited)